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A PLEA

FOR THE ENTIRE

SUPPRESSION OF PATRONAGE,

THE BANE OF

HER MAJESTY'S CIVIL SERVICE;

THE SECRET OF ITS ENORMOUS COST; THE PARENT OF INEFFICIENCY;

AND THE PROMOTER OF INJUSTICE, NEPOTISM, AND WRONG.

A SKETCH

THE PRINCIPAL REGISTRY OF HER MAJESTY'S COURT OF
PROBATE AND ITS REGISTRIES.

BY

LYNX.

"Which is wiser here, Justice or Iniquity?"

SHAKESPEARE.

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"The oligarchical interest hitherto predominant in our Legislature have kept up an exorbitant scale of public expenditure, fruitful in corrupt influence, and oppressive as well as demoralizing to the nation. This long standing course of abuse it will be among my earliest endeavours to rectify."—*George Grote's Address to the Electors of London, October, 1832.*

INTRODUCTION.

Among the many problems of social and internal Reform already ripe for solution, and of which Modern Liberalism and the exigencies of the day demand the early settlement, the Civil Service occupies a prominent position : so deep and widespread is the discontent which prevails in the Service ; so numerous and diverse are the complaints constantly coming to the surface, that nothing short of a strict enquiry into the organization and working of different Departments, and a searching and impartial investigation of grievances, must precede Reform if it is to be thorough and beneficial.

The *Civil Service Gazette*, in advocating such an inquiry, suggests that "the Committee take the evidence "and call before them *not* the heads of Departments, "Chief Clerks, and Secretaries *only*, from whom the real "truth could not be expected, but who would take good "care that the picture was duly coloured to the proper "regulation tint ; but one or more Clerks from each "class, and give them full indemnity for speaking out "plain facts and calling things by their right names. "This would be the only method of getting at real truths "instead of coloured fables, and every protection should "be afforded to those witnesses who dared to speak out "plainly when called upon, and thereby to expose dishonesty and favouritism ; for of course they would be

“marked men for the future, and every petty annoyance that could be, would be constantly thrust upon them; for nothing is held in such horror and dread by unscrupulous official tyrants as the plain unvarnished truth, especially when it exposes favouritism and idleness, and exhorts industry and honour.”

It is not more money the Service needs; it is already extravagantly expensive and proportionately inefficient. There are departments, such for instance as the Post Office, the Customs, and one or two others, where the clerks are hardworkers; but such are exceptions. The Treasury very wisely refused to entertain the application for a *pro rata* advance which would in no way have benefitted *the Service*. Government Offices must be managed with a stricter regard to discipline and economy than they have been hitherto. The public, whose servants Government Officials are, have a right to demand fair service in return for fair pay.

Patronage, which almost invariably has been identical with nepotism and jobbery, must be abolished. It is the source from which spring nine-tenths of the evils of the present system, and to which is clearly traceable the enormous increase of late years in the cost of the Civil Service.

If in the Church there are found Bishops who—wax they ever so eloquent on the Christian obligation of self-denial, and the duty of preferring others before one's self—job on their sons and their nephews, thus bringing discredit upon an establishment for whose dearest interests they profess so absorbing, so lofty a concern, how shall the people hope to escape the temptation of Patronage? It is a snare that entangles all, save those who “reverence their conscience.” These Bishops are reputed high-

minded, conscientious, and pious men ; but, as in the case of Civil Service Patrons, each appoints whom he will, and if by any chance the appointment be severely criticised by an enquiring and inquisitive public, he shields himself behind the system. "Why give a man patronage if he is not to use it?" says one ; "Charity begins at home," says another, and so the wretched system obtains.

John Bright, who perhaps more than any man living has fought the people's battles, and whose life has been one long crusade against the selfishness, intolerance, and monopolies of the rich, once aptly described England's Foreign Policy as a gigantic system of out-door relief for the Aristocracy of Great Britain. As fairly might the Civil Service of the past (which is unable any longer to hold its own against the encroachments of Right and Common Sense) have been described as a gigantic system of Home Relief to the poorer members of the Aristocracy, and the medium wherewith Lords and Members of Parliament discharged numerous obligations to their constituents. The parson, for instance, who could successfully influence voters at the polling booth, had little difficulty in procuring a nomination for his son ; and not unfrequently appointments were requisitioned for the bastardy of the rich.

"It was to aristocratic influence" that James Mill, the father of the late lamented John Stuart Mill, "invariably ascribed most of the defects and abuses prevalent in the administration of public affairs."

The history of the Principal Registry of Her Majesty's Court of Probate, extending albeit over a period of sixteen years only, teems with instruction for the Reformer, and proves conclusively how urgently Reform is needed, and how useless it would be unless *Radical* and *Entire*.

It teaches what an expensive, pernicious, and immoral thing is Patronage, and affords a remarkable illustration of the difficulties and perplexities which must be confronted, the conflicting claims and interests which must be reconciled, and the useless routine and red tape which must be put away in reforming the Service, all which combine to make it a question of first-rate importance, and worthy of the carefulest consideration from Parliament.

It may be objected that the Court of Probate, which, comparatively, employs so small a staff, cannot be accepted as a criterion of Government Establishments generally. That may, or may not be the case. Suffice it to say, there must be some other offices under the Crown similarly conditioned (for the credit of the country the fewer the better), and if the following pages contribute help in any degree towards reforming these particular offices, the labour involved in collecting material will not have been altogether profitless.

The *Daily News*, writing on Civil Service Reform, says, "No re-organization of an office is possible unless "there be a cordial co-operation between the Heads of "Departments and the Treasury Authorities, and it is "unfortunately too notorious that such cordiality no longer "exists."* It is not at all surprising that this cordiality

* Although it is some months since the *Civil Service Gazette* advocated the calling of one or more clerks from each department, so that the "real truth" instead of "coloured fables" might be elicited, the need for such a course has within the last few days been made strikingly apparent. The Treasury Authorities have, for the purposes of the Royal Commission, called upon the Heads of the Probate Registry for a Return of the Clerks, the dates of promotions, "the number of years served in present rank," the nature of duties, &c., &c. The intention of the Treasury *unmistakeably* was that *every Clerk's appointment and successive promotions* should appear. The Return has been compiled, but the very appointments and subsequent rapid promotions, upon the publication of which the Clerks rested all their hopes for a searching investigation, have been so entered as to make them look, if

has ceased to exist when one considers with what determination the present Ministry has checked the fuller development of many of the grosser evils with which the Service is burdened, and which unfortunately in too many instances Heads of Departments are interested in perpetuating. A perusal of the following pages will show how Herculean will be the task of reforming the Service, and how desirable it is that the Ministry should be supported by the people. Now, although great help can be given and must be demanded from those who hold the reins in Government offices, it will be given neither spontaneously nor thoroughly if wholesale dismissals are to be among the first consequences of an Investigation. Facts and suggestions will be withheld purely out of consideration for those likely to be affected thereby, for it must be patent to all who know anything of the work in Government offices, that a true reform will considerably reduce the number of Civil Servants, and that large sums of money will thus in time be saved. It would therefore be well, in compliance with a suggestion from the Civil Service Committee, not to dismiss a single individual, but at once to close the doors of the Service against all

"regulation tint," specially unintelligible. Some such persons' first appointments and early promotions do not appear at all; they first appear in the Return under 1866 at £350;—£350 for eight years, whilst a Clerk, without interest, supposing him promoted directly he reaches the top of his class, takes twenty-one years to reach that amount. Nothing is seen of the jumps by hundreds which preceded the Scheme and whereby a select few were included in the Second Class. If such a return is not a prevarication, it undoubtedly is a mystification. Table "B" will supply these missing and instructive links. "The nature of the duties" discharged by clerks, for which a column was provided, has been shirked because they could not be stated concisely. Now, no man, whatever his profession or trade, has any difficulty in giving an *approximate* idea of his duties. It is to be hoped that the Treasury Authorities will press compliance with this demand. If when the Lords of the Treasury call for Returns they are to be hoodwinked and mystified, then farewell to all hope of Reform; it becomes an impossibility, and any efforts in that direction must inevitably result in disastrous failure.

comers, and to transfer clerks from overcrowded offices to vacancies caused elsewhere by death and retirement.

It is my intention in the following pages to give, in the first place, a sketch of the old Prerogative Registry, its clerks, the arrangements of the office, etc., etc., previously to the coming into operation of the Probate Act of 1857. It is only by a comparison of the staff of the *Old* with that of the *New* Registry, such as is afforded by Table "A," that an opinion can be formed of the enormously increased expenditure which has been brought about in the course of a few years by patronage. Secondly, to show, amongst other things, what materials were at hand towards the re-organization of the office, what advantage was taken of them, the liberal provisions of the Probate Act, how some of them were interpreted, or, to quote a correspondent of the *Civil Service Gazette*, dwarfed to the narrowest interpretation.*

Necessary as it may be at times to inculcate the importance of the aphorism "*De mortuis nil nisi bonum*," and generous as it might be to practise it, it will be necessary in this particular instance, in order to draw a true picture of the office and its surroundings, to substitute *verum* for *bonum*. When the actions of the dead are fructifying and pressing with cruel severity upon the living and their families, surely then, if ever, we are justified in speaking out. It is with extreme reluctance that many things are recorded over which it had been well to throw the mantle of oblivion, and the recital of which may wound the susceptibilities of surviving friends, but I am constrained thereto for this reason. For several months past,

* I have frequently in these pages quoted passages from this Probate Court Correspondence, to which I shall hereafter have occasion to allude, but have deemed it sufficient to mark them with inverted commas.

the columns of the *Civil Service Gazette* have been freely used by Probate Registry Clerks, to ventilate their grievances; many letters have been written setting forth the peculiar hardships of their position without (at least so far as is known) eliciting any practical sympathy from Parliament or raising a single question in the House. A new Judge has been appointed, it is true, and great things are expected from him. Why? Because it is said, "He is too particular, too conscientious"—a splendid testimonial in these days. Moreover, already he has raised the hopes of the many, by promoting men who for years were systematically passed over. "Since his acceptance of the Judgeship, a reign of discipline has been inaugurated, unlimited sick leave has ceased to be procurable, at the cost of an unmeaning medical certificate, absence without leave has almost become a thing of the past, and intemperance has slunk away into private life."

Now although it were undoubtedly a good thing *per se* if every neglected clerk, be he *old* or *new*, were looked after and promoted according to his deserts, such a course would not radically alter the present iniquitous system, a repetition of which might, with a change of Patron, be only a question of time. It must be borne in mind that some who are designated *new* clerks, and who have already served fifteen years, have not only never received promotion, but, as will be shown, are without even a remote prospect of it.

I shall show that those to whom was entrusted the re-organization of the office, and upon whom one would have imagined their fellow clerks had a strong moral claim, were so engrossed with their own interests that, except in a few unavoidable instances, the clerks were shamefully neglected.

What these organizers got for themselves individually and for their friends must also appear.

Following upon this will be found a short sketch of the office from 1858 down to the present time, with a table of all the persons who have held office there since that date, accompanied, in some instances, by very peculiar coincidences.

Since I have been engaged on these pages I have often feared lest they might be made a pretext for the dismissal of clerks; but knowing that changes such as are here recommended would effect a considerable saving to the country, and feeling assured that the past ill-treatment of the clerks would weigh in their favour against the adoption of any such harsh treatment, I have been induced to proceed.

I utterly disclaim the intention to injure a single official of the Court. I have purposely refrained from pointing too clearly to individuals who hold positions far above either their merits or capacity. The Reform of the Service should prevent their further advancement unless duly qualified. My chief aim has been to call attention to the grievances of a hard-working body of Public Servants, and to present such a picture of Patronage as shall rouse the people from that lethargic state which, while it deplores increased expenditure, raises not so much as a finger towards its prevention, and to urge them to demand that there be a stringent inquiry into the cost and working of the Civil Service, and that in re-organizing it, some consideration be shown to those who for years have been the victims of a vicious and indefensible system.

I shall have occasion to remark upon the carelessness, inefficiency and demoralization of the Staff consequent upon a long reign of indiscipline.

Lastly, I shall make a few suggestions, briefly and in bare outline, by the adoption of which the work of proving Wills may be greatly simplified; the annual cost thereof

reduced in time from £100,000 to less than £50,000, and that without the dismissal of a single individual; a deal of monotonous drudgery abolished; and, above all, a prospect of advancement dependent upon ability and integrity held out to every man (although in some cases at the eleventh hour), irrespective of relationship, clanship, or religion.

To the people already heavily burdened with taxation the following pages are addressed by a fellow victim. Upon us the cost of Patronage and nepotism falls; in our hands the remedy lies. "Exclusive privileges which might now with every good grace be conceded in compliance with the spirit of the time, will hereafter be wrenched from unwilling Patrons. Democracy scarcely conscious at present of its enormous power for good, will shortly make Patronage wheresoever found a thing of the past." It is not the tide of *Democracy*, but the tide of *Nepotism* or *Jobbery*, that needs stemming. A General Election draws near: let every voter take this lesson to heart and endeavour to realize the responsibility that the possession of a vote imposes upon him, and—disregarding the traditional claims of wealth and ancestry, thus giving a practical refutation to that absurdest of all notions that wealth confers upon a man the necessary qualification to enable him to represent the opinions and wants of a constituency—record his vote intelligently and in favour of such persons only as shall pledge themselves to effect a great reduction in the National Expenditure, a reduction not of hundreds, nor of thousands, but of millions. With more men of the Bright, Fawcett, Plimsoll, Rylands, and Otway type, abuses which now abound will speedily melt away.

1st January, 1874.

LYNX.

THE PREROGATIVE OFFICE AND THE PRINCIPAL REGISTRY.

"The time mis-order'd doth, in common sense crowd us, and crush us, to this monstrous form to hold our safety up."—SHAKESPEARE.



ANY of my readers doubtless remember the old, dirty, dusty, ramshackle building known as the Prerogative Office; turning out of St. Paul's Churchyard, through the archway, near the famous No. 1, Dakin's, you come into Carter Lane; a turn to the left and through the first court on your right (as the Porters tell you) you emerge opposite what was then the only entrance to the office. It was about the last place any one would dream of visiting except for urgent business on a dull day. Never was a light allowed in the place. A foggy day meant an idle day—a day for gossip. Clerks, who in general had scarcely a minute to spare, walked about, hands in pockets, in search of the latest news; perhaps here a group discussed the throwing out of some Bill for bringing the identical place under Government; there three or four listened to the latest piece of despotism practised on some poor clerk who had dared to offend one of the Deputy Registrars. How altered in every way is the place since it became subject to Government control! Measures had so frequently been brought before Parliament and lost, that in the minds of the clerks the idea of a Bill ever passing both Houses was simply ridiculous. In earlier days clerks had been known to hesitate about taking a house any distance from Somerset House, whither it was supposed they would be transferred as soon as this or that Bill should

have become Law. Time went on ; Bill after Bill was thrown out ; hence the indifference of the clerks.

As you entered the office, in a small square box, about 7ft. by 6ft., sat the Record Keepers ; adjoining was a box about half as *capacious*, in which sat the Record Keepers' Assistant ; into this sanctum occasionally was admitted an Expert or a Literary man, perhaps, who wanted to see the Will of Shakespeare or of some other celebrity ; further on was a window space where office copies of Wills were examined with the public ; then came two other boxes, of dimensions similar to those last named, in which sat, in the first, four clerks ; in the second, two only. Next adjoining was the seat of the Clerk of the Papers (7ft. 6in. by 6ft.) where sat that functionary and his assistant. You had then reached the end of the Public Office ; through a swing door you entered a room about 33ft. by 14ft. in which sat the Seats' Clerks. Be not angered, ye mighty officials, because it is shown in what space were transacted the weighty affairs of an office which now comprises, in addition to the old accommodation, half a street, or considerably above one hundred rooms. How modest were the wants of the office in those days ; there was no indulgent Board of Works then whence a Requisition brought down every requirement. Clerks might perhaps have obtained permission to consult a carpenter on a repair, which it took only one man from first to last to execute ; a repair did not find occupation for half-a-dozen men ; there was not one man to put up a blind and another to affix the tassel. To return to the arrangement of the office.—At the far end, on the left-hand side, was a lobby leading to the Reading and the Strong Room. In the lobby sat the Clerk of the Current Wills and his Assistant ; a right zealous custodian

of Wills was he. Among the traditions of the office was one early impressed upon the minds of youngsters; a clerk had left a Will in his desk; the Custodian had gone home in a sad condition, and on the morrow thus addressed the culprit, "Do you know, sir, what you did last night?—You left a Will in your desk. I've not had a wink of sleep all night, and Mrs. ——— knew it." Now-a-days, if a Will is mislaid, or, as has been the case on more than one occasion, carried away by the public, more indignation than surprise is felt; "Another Will lost," or "Another Will carried away," merely passes from mouth to mouth. The Strong Room was a fire-proof building 48ft. by 12ft. In the reading room (about 14ft. by 12ft.) sat a venerable old gentleman who was always most affable towards the public, with whom he occasionally cracked a joke; although nearly seventy years of age, he was Examiner of Stamp Office Copies and General Superintendent of a Department, in short, did the work which with its routine and useless repetitions now finds occupation for several officials. Coming down the office, you passed several small boxes (each about 7ft. by 6ft.) in one of which sat the Clerk of the Calendars and his Assistant; in two others the Book-Showers and six clerks belonging to the Registering and Copying Departments; and in the corner of the office was the Sealer's box (about 8ft. by 7ft.). Up stairs one room (about 16ft. by 14ft.) accommodated in turn the three Deputy Registrars, each of whom, in addition to his duties as Registrar, carried on an extensive practice as Proctor. Adjoining was a large room (about 32ft. by 25ft.) in which sat the other piece-work clerks (Stamp Registering and Copying); a small corner partitioned off supplied the Examiner of Registered Wills with a box; and one large

room on the top floor for papers comprised the office accommodation.

The three Registrars shortly prior to the passing of the Probate Bill were C. D——, J. I——, and W. F. G——; the first was a thorough-going despot, a *tyrannus tyrannorum*, a man who acted by himself, because his brother Registrars could not agree with him; what he did they frequently, if possible, undid; what they did, he cavilled at. They would not open a letter from him, and on one occasion the latter took advantage of this circumstance, and procured, most unjustifiably, from the Principal Registrar an appointment for the chief of his Satellites, for like all despots he had a system of Espionage which engirdled the office; every angry word levelled at this man travelled like lightning to him, and he never seemed so happy as when he was wearing out a clerk's peace of mind, perhaps for nothing else than an ill-advised remark which had reached his ears. Punch made capital of this poor foolish headstrong old gentleman in 1857, when his eccentricities and temper brought him into collision with the profession. Mr. I. was a gentleman of the old school, very honourable albeit very conservative: he thought every man was bound to put away half his income, whether he received £1 or £20 per week; "I used as a boy" he has been heard to say, "to put away half *my* pocket money." Mr. G. was a very honourable man, but proud and distant towards his inferiors, but nevertheless respected. He refused to take office under Government, *solely* because he was determined not to be again brought into collision with the aforesaid Tyrannus, about whose movements he seems to have been kept in the dark. The Record Keepers and their Assistant, the Clerks of the Seats, the Clerk of the Papers and his Assistant, the

Clerk of the Current Wills and his Assistant, the Examiners and their Assistants, the Clerk of the Calendars and his Assistant; the Sealer and the Book-Showers were about the only persons to whom a salary was paid, and that constituted only a portion of their income, which was made up by piece-work, fees, and gratuities. The gentlemen named above and the Stamp, Registering and Copying Clerks, composed the staff of the office; further particulars as to the mode in which clerks were transferred from the Copying Department to the Seats or other salaried positions will be found in Table "A."

One word may here be added as to the general character and demeanour of these Prerogative Clerks; Lord Penzance described some of them—unwittingly it is believed—as in the main, men of an inferior grade, and engaged upon work which no gentleman's son would undertake. It will be seen hereafter how he came thus to describe them. They certainly were not in the habit of dressing in the pink of fashion, but were for the most part of that sober, steady-going type, specimens of which in these degenerate days are becoming very rare; some few are still to be found in private Banking-houses and in Mercantile and Insurance offices: they (these Clerks of the Prerogative Registry) were of that sensible type which sooner than sit freezing will fetch its own coals; which if a paper has to be transferred from one department to another, does not stare about for a messenger; the type that is not above carrying a parcel; in a word men who believed in the maxim and acted up to it, "If you want a thing done well, do it yourself." Application and hard work were not despised, and idleness was at a discount. Having given a sketch of the Clerks before the change, my readers may like to know how they were treated upon the

coming into operation of the Act, in which following the clause appointing the principal officers by name was inserted the following —

XVI.—“The other Clerks and Officers now employed in the said Prerogative Court shall be transferred to such situations in the Court of Probate and the Principal Registry thereof, as the Lord Chancellor may in that behalf direct, so that their duties may be such as in the opinion of the said Lord Chancellor may be as nearly as possible similar to those which they have heretofore discharged in the said Prerogative Court: Provided always, that no such Clerk or other officer shall be so transferred whom the said Lord Chancellor shall consider to be from age, infirmity, or other cause, incompetent to the discharge of his duties.”

Now, oftentimes, shortly prior to 1858, the Clerks, when they saw that the Bill had really passed, and that the aforesaid Tyrannus with his chief man and a new Registrar, unknown to them but by name, were busy with the arrangements, had misgivings, more particularly as the other surviving Registrar of the old Court was about to retire; they saw that there was no one to look after their interests, still they always found that the 16th clause, just mentioned, had a peculiarly invigorating effect; it acted like a tonic; besides, was not the spirit of the act liberal? Was not the compensation to Proctors, if anything, excessive? Proctors not only were allowed to amend their income tax returns, but where they had deeds of partnership, their compensation amounting in some cases to as much as one thousand, twelve hundred, and fifteen hundred per annum, devolved on their death to surviving partners. Were the Clerks the only persons to be treated shabbily? Hardly, it could not be so. Proctors' clerks, for whom compensation was asked but refused, waited upon Lord Westbury. “Gentlemen,” he said, “Don't be afraid, there will be plenty of positions for all of you.” The

Clerks in the Registry may well be excused for having argued to themselves that if there was to be room and to spare for others, they were safe.

Time went on ; a few days before the change, when expectation and anxiety were at their highest, those clerks who had served fifteen years and upwards were summoned to the chambers of the new Principal Registrar. In compliance with the act, he offered them a retiring pension, which it was imagined would be liberal ; some few availed themselves of the offer and were left many weary months in suspense ; the others preferred to take office, and during the few remaining days indulged alternately in fears and misgivings, hopes and castle-building.

“ It was,” writes Suum Cuique, in the *Civil Service Gazette*, “ a dark day for many of the clerks of the “ Prerogative Court of Canterbury when they found themselves in the hands of their new masters—the Judge and “ Registrars of the new Court of Probate. Through some “ untoward circumstances, the Registrars of the old Court “ retired on the passing of the Probate Act, and the Clerks “ were left without a friend to advocate their cause in the “ midst of as fierce and selfish a scramble for places as it is “ possible to conceive. The 16th clause of the Probate Act “ seems indeed framed to protect them. Those, however, “ who had not served fifteen years at the time of the passing “ of the Act, and it is those to whom this letter particularly “ refers, were made occasional clerks, and for some years “ their right to be considered on the staff at all was denied, “ and the only result of their remonstrances was that they “ were kicked and cuffed, ignored and insulted, whilst “ younger men were brought in by battalions and placed “ over them. It is true that some of these old clerks have, “ one by one, been placed on the staff, but in subordinate

“positions, mostly on the fourth class ; and more than one
 “at this moment, after over twenty years’ service, is receiv-
 “ing less than the maximum salary of that class, viz.,
 “£150. Their present position, after various terms of ser-
 “vice reaching to nearly thirty years, is extraordinary and
 “interesting ; if they appeal to the Judge, he says he can-
 “not help them ; if they appeal to the Treasury, they are
 “referred back to the Judge ; if they think of an appeal
 “to Parliament, a Treasury minute warns them that such
 “a course will be a presumption—that their case would not
 “bear inspection at the Treasury ; if they remain quiet, they
 “perish. It would be a kindness if their masters would
 “only tell them how they are to meet needful claims with
 “a salary that never rises, and money which is ever abating
 “in value. Just as are the causes of complaint throughout
 “this establishment, cruelly disproportionate as are the
 “salaries, *the case of the old clerks is especially strong, and*
 “*nothing which does not comprehend a retrospective treatment of*
 “*their claims can possibly do them justice.* In the presence
 “of facts like these, what becomes of our boasted English
 “uprightness and love of fair play ? That a number of gen-
 “tlemen of education and position should ignore rights
 “and legal claims, and be willing to sow the seeds of envy,
 “hatred and suspicion, in order to serve their own ends is
 “indeed deplorable. He who lays his hands on the
 “property of another, and appropriates it to his own use,
 “justly becomes a social outcast ; but he who, under pre-
 “tence of official exigency, and with the solemnity of
 “official forms, deprives a number of men of their just
 “expectations, and gives their living to others, may yet
 “occupy high posts and enjoy respect and consideration
 “—reform of abuses, education acts, and economic
 “administrations, notwithstanding.”

On the afternoon in question, Mr. —— who, through the friendship of our Tyrannus, had been consulted in preference to his seniors, entered the office, paper in hand; he was soon surrounded. "What have I got?" asked one, "and I?" another. With few exceptions, disappointment ran high; men who had left home in the morning, anxious yet expectant, returned sad and disappointed; others were not long in denouncing the injustice. The man who, perhaps, more than any other had in his wickedness paid off old scores, and to use his own expression, "reached" those who had offended him, was informed at the eleventh hour that he must resign: and that if he demurred, his compensation would be at stake. Within twelve hours of the office changing hands, he was in ignorance of his fate. It was a bitter draught, but wisely administered; the sorrow that one man caused during the last few years of his tyranny will never be known in this world.

It will be well, before proceeding further, to show what these patriotic organizers got for themselves and their friends. Much of the correspondence that has passed between the Treasury and the Probate Registry will acquire a new importance, read in connection with appointments and promotions as they are now revealed in Table "B."

The Registrar who had to retire was considered in the distribution of place, thus—

His junior partner, No. 79, 1858, £300, promoted in 1862 to £600; receives in addition, as compensation, an annuity of £93 14s. 9d. His first clerk, No. 78a, 1858, £350—1860, £450; died 1866. His junior clerk, No. 67, 1858, £150; 1859, £250; 1869, £350; receives now £410.

The New Principal Registrar was awarded £1,500 by the Act, increased by the Supplementary Act to £1,600.

(The framers of the Act, with beautiful simplicity, inserted a clause empowering the Judge of the Probate Court to reduce the number of Registrars from three to two; they probably thought that as the three former Registrars had found time to attend to *extensive* practices, and as the new Registrars were not to be allowed that privilege, they would be sitting idle half their time: the Supplementary Act *increased* the number to four.)

His (the Principal Registrar's) clerk (No. 78b), 1858, £100—1859, £120—1860, £150—1866, £300, later same year, £350—1873 was receiving £450.

His nephew (No. 4) 1858, £300—1859, £450—1869, £800—1872, £1000.

His nephew (9a, brother of No. 4) 1858, £150; 1859, £300; resigned 1861.

His nephew (No. 30, brother of No. 4) 1865, £80—reached £150 in 1871.

His nephew (No. 52) 1862, £150—1867, £200—now receives £260.

His nephew (No. 36i) 1864, £80; resigned 1869.

His brother's clerk (No. 121b) 1858, £250—received £300 in 1873, when he died.

His brother's clerk (No. 110) 1859, £150—still receives £150.

His brother's clerk (No. 6) 1858, £100—1859, £150—1861, £300.

His brother's clerk (No. 36b) 1858, £80; 1859, £100; resigned.

(No. 25) 1858, £100—1859, £150—1865, £200—1866, £350; 1867, £365; 1868, £380; 1869, £395; 1870, £400, and House (£50 per annum); and No. 29 (Son

of No. 25) Supernumerary, 1860, appointed to Staff, 1866.

Sundry lambs from the Catholic Apostolic Fold were appointed. There have been several "Household of Faith" appointments. It may be well respectfully to suggest to the New Testament Revisers the advisability of appending a note in their forthcoming version to the Apostolic Inquisition, "to do good unto all men, especially unto those of the Household of Faith." St. Paul would never have encouraged Nepotism, nor indeed any course of conduct calculated to bring religion into undeserved contempt.

Another organizer, appointed Record Keeper by the Act, received in the old Registry, from various sources, rather under £600 per annum. The Act provided in lieu of the *old made-up* income, a *settled* income of £600 per annum; he received the £600, and by a little manœuvring succeeded in retaining a large item of the old pay as well; moreover, he got £100 per annum additional as accountant, most of which work was done by a clerk. Government also furnished, at considerable cost, a suite of rooms for him and his family.

He placed one friend (No. 83) in the office as Registering clerk, 1858, later same year, £150—1862, £300—1866, £350—1867, £400—1868, £450.

Another (No. 28) a Proctor's clerk, an old gentleman between 50 and 60 years of age, who was fishing companion and a kind of squire to him, 1859, £80; 1862, £100; 1865, £150.

One son (No. 98) 1860, £100 (Supernumerary)—1862, appointed to Staff, £80—January, 1865, £150; May, 1865, £200—now receives £270.

Another son (No. 109) Dec., 1868, £80—now receives £120.

His half-brother (No. 111b) 1858, £250, and considerable emoluments, in all not less than £400 per annum ; he received £120 in the Prerogative Court.

A son of No. 28 (No. 136) 1862, a Supernumerary £100 per annum.

A friend (No. 19) aged between 50 and 60 (with whom he lodged when a young man) 1858, £120—1859, £150—1865, £200—1867, £210—now receives £270.

The son of the last-named, appointed to Staff 1859, £100—1862, £150 ; no promotion since (an old clerk).

Another organizer had to look after himself and two sons. Their salaries in the aggregate, before the change, did not reach £700. To the father, who received £450, was awarded £700. To one son who received £150 was awarded £450, and to the other in lieu of £70, £250, in all £1,400. In 1872 their salaries amounted to £1,690.

It is due to this organizer to add that his income in the Prerogative Registry had been considerably reduced, owing to the abolition of discounts on stamps above a certain value. Who can tell what would now be the incomes of many of these gentlemen but for the interference of the Treasury, and the evanescence of patronage?

Many a clerk, whose position certainly was improved in 1858, had no idea that he was being politely led into a by-path, from which there should be no further advancement. The plan adopted by these organizers seemed to be to mete out the barest justice for the present without regard for the future, to all who had served fifteen years, and to dam up the course of any who might by any chance thereafter compete with the brood of relatives, who were being huddled in pell-mell.

In April, 1859, Mr. Ayrton moved for a Return "of
" all persons appointed to *any office or employment* in the

„ Probate Court or under the Act establishing the same,
 „ since the establishment thereof, and the salaries and
 „ emoluments of each of such persons for the year 1858.”

“ The return was made—but how ? carefully omitting
 “ the names of all those clerks transferred from the Preroga-
 “ tive Registry of Canterbury, who had not been, as they
 “ all should have been, appointed to the salaried staff,”
 notwithstanding that they were as much on the establish-
 ment as any. Manifestly as printed it was a false return.
 Some explanation of this should be demanded. “ What
 “ was the consequence ” ? For a long time, “ whenever one
 “ of these old Prerogative Clerks was appointed to the
 “ salaried staff, the Treasury was down upon the office.
 “ Who is he ? Whence came he ? We don’t know him.”
 After the introduction of Civil Service Examinations, one or
 two of them, although middle aged, actually were compelled
 to pass an examination. There can be no question that
 but for “ an unfortunate concatenation of circumstances,
 “ the death of one Registrar, the retirement of another, and
 “ the ill-will of a third,” every one of these old Prerogative
 Clerks would have taken precedence of all comers.

The new Registrars having introduced their numerous
 relatives and friends, who absorbed most of the best
 positions, now began to make them as comfortable as
 possible. In the old Registry, Whit-Monday and Tuesday
 were holidays, The utter absurdity of two days at
 Whitsuntide and only Good Friday at Easter was painfully
 apparent. Common sense demanded the addition of
Easter Monday and Tuesday. In the old Registry few
 holidays were taken, the loss entailed was too great;
 five clear weeks however was the least allowance that
 could be given to “ Government Officials.” Strenuous
 efforts were made again and again to close the office on

Saturday afternoons, but without success ; the office is still open to the public the usual hours on that day ; but half the staff is *supposed* to leave early, alternately with the other. Not content with the extra single day holidays, the five clear weeks, the few days at Christmas, there must be *light* hours during the long vacation, 11 till 3. This was not a wise policy ; they were appealing for more hands "*indispensable this*" "*indispensable that*" at the same time, with a third of the staff away for holidays, they were getting through the work of the office in about three hours to three hours and a half daily, for it was quite the exception where a clerk stayed beyond those hours.*

Some of the young gentlemen objected to sign in the *Common Attendance Book* ; they were accommodated each department with its own little book ; everything seemed to be done that was calculated to create jealousy and distrust, and to divide the office against itself. Listen ye who enjoy the ludicrous and the funny and who have to *work* for your living and have no time allowed for trifling. A young man newly appointed to the Registry, pointed to a fellow clerk remarking that he understood Mr.—— had been a clerk ! "Well," said his companion, "what of that ?" "You would not like to be a clerk, would you ?" rejoined he. "Good gracious !" replied the other, "what are you ?" "Oh ! a Government Official."

* A comparison of the number of Wills proved more recently during ten of the busiest weeks, with the number proved during ten weeks of the vacation, shows a very slight falling off. In ten weeks from the middle of April till the close of June, 2,121 Wills were proved, or about thirty-five a day, which, reckoning the Searchers as part of the seats, as from the nature of their duties they should be, gave an average of one Will per clerk per diem. From 7th September till the middle of November, 1615 Wills were proved, nearly twenty-seven a day, a difference of only eight Wills daily, spread over a staff of thirty-five, or even more, and yet 11 till 3 sufficed to get through the work with a third of the staff absent.

Only favoured ones were appointed to the seats and one or two other departments, which were thenceforward to be jealously guarded against the approach of *cads* (as friendless clerks were designated by the *gentlemen*). Some old clerks applied over and over again to be appointed to these particular departments, but were invariably and unjustly excluded.

A memorial was once drawn up for presentation to Lord Penzance, praying for redress (it merely asked that clerks who had served twenty or thirty years might receive some consideration at his hands). A youngster newly appointed on being appealed to for his signature, replied, "No thank you, I expect something better from my interest." To have assented to the proposal that seniority be considered, would have been tantamount to a protest against his own too probable unjustly rapid promotion.

All these changes were very nice for those who had money to spend during their holidays; but what availed five weeks to the family man shelved on £150 per annum. He could go home and weary himself from morn till eve with the reflection that he had been "robbed and cheated," and could thank God when the time came round to return to the office, that he might forget his troubles in his work; and this was hardly possible, for the positions awarded to old clerks, however experienced or qualified, were generally those of which the work was of the most wearisome and monotonous description, positions at which "relatives" would have turned up their noses.

Prerogative Clerks "were content to growl and grumble," and were coaxed to wait, "all will come right." Towards the close of the first year there were evident signs of change; running to and fro and whispering here and there betokened something.

Hope and expectation were once again on the alert, but not to be realized; changes there were, and promotions, but for whom? Sons, brothers, nephews, cousins and friends had been twelve whole months without promotion, was the like of it ever known? *Something* should be done; *something* was done. The £300 per annum gentlemen were raised to £450; the £150 gentlemen, many of them little more than boys, fresh from school only a few months previously, were raised to £300. Some *old* clerks who had lost £30 a year by the change had a little piecework allowed out to them instead of promotion. Ignoring for a moment these old clerks and their neglect and the lavish outlay of public moneys, one must admire how equably and with what mathematical precision the patronage was dispensed; the relationships were of course only coincidences. No. 63, brother of a Registrar, went after twelve months from £300 to £450; No. 58, brother of another Registrar, promoted after similar service from £300 to £450; No. 4, *nephew* of a Registrar who had not a *brother* in the Registry, from £300 to £450. No. 9a, nephew of Registrar, from £150 to £300; No. 9b, friend of Registrar, from £150 to £300; No. 5, nephew of the then Patron, £150 to £300, and so on.

It is hardly likely that *these* rapid promotions were made for the purpose of competing with Scholarships; at any rate in some cases the Appointees, judging from their performance, would not have carried away many.

It was at this time that the Seats were enlarged; thirteen clerks did the work connected with the issuing of 8,808 Probate Grants in the Prerogative Registry (1857); about twenty-six, including Searchers, were required for the issuing of 8,715 in the New Registry. The creation of two

new seats made some good positions; £450 a year was not a bad income after eleven and twelve months' service (see Nos. 58 and 63).

The 67th Clause of the Probate Act enacted as follows :—

LXVII.—“The Judge shall cause to be made from time to time in the Principal Registry of the Court of Probate Calendars of the Grants of Probate and Administration in the Principal Registry, and in the several District Registries of the Court, for such periods as the Judge may think fit, each such Calendar to contain a Note of every Probate or Administration with the Will annexed, granted within the period therein specified, and also a note of every other Administration granted within the same period, such respective Notes setting forth the dates of such Grants, the Registry in which the grants were made, the names of the Testators and Intestates, the Place and Time of Death, the Names and Descriptions of the Executors and Administrators, and the Value of the Effects; and the Calendars to be so made shall be printed as the same are from time to time completed.”

Here was a chance not to be lost—the Calendar to be prepared on a more comprehensive scale than theretofore. Who should prepare it? There was no permanent staff for the purpose; the accommodation was limited. It should be done overwork. One gentleman, it is said, was at home ill in bed. Should he be idle because ill? No. He was paid for numberless hours of overwork done in bed. It does not appear whether he had to certify that it was all done before 10 a.m. and after 4 p.m., of course *it was*.

The choice of clerks for this overwork betrayed much favouritism; they worked in pairs, the first receiving 2s. 6d. per hour, the assistant 2s.; one hour before the office hours in the morning and two hours after in the evening; during the short hour season, two hours in the morning and three in the evening; thus, deducting Saturday afternoons, making twenty-seven hours weekly overwork,

or £3 7s. 6d. and £2 14s. respectively per man. Owing to the incompetence of the persons engaged, a great deal of this work was paid for twice over; the published returns of the Expenditure for work twice paid for, glossed over the matter very prettily, "Revision of the Records, 1858 and 1859," nothing about *bungling*. In 1859 £824 2s. 3d. was charged "*under 20 and 21 Vic. cap. 77 and 67*"* for the Calendar of 1858. In 1860 £907 10s. 5d. was similarly charged for 1859 Calendar. In 1861 £863 16s. and in 1862 £56 11s. 6d. were respectively charged for 1860 Calendar. During the years 1861, 1862 and 1863 £343 16s. 6d., £583 10s. 6d. and £22 10s., in all £949 17s. was charged for "*Revision of the Records of 1858 and 1859.*" So the Calendar for 1858 and 1859 cost £2,681—a large sum for arranging lexicographically the grants of two years. If the grants had been properly issued and every one had done his work in a business-like manner, it would have been an extremely simple process. In 1861 £372 1s. 6d. was paid for arranging the Calendar for the years 1853 to 1857 inclusive; this item of expenditure *carefully enquired into* will reveal the inner life of the Probate Registry in the good old times.

Nothing perhaps testifies more strikingly to the lavish and wasteful expenditure that characterized the early management of this Registry than the Calendar. Until 1858 one volume contained the names of all the Wills and Administrations for the year: the names were neatly engrossed in double columns, christian, and surname, county and reference. There were kept besides, records of every Grant, Probate and Administration in what were called

* It must have been a shrewd old general that counselled the recital of Chapter and Act for this expenditure.

“The Probate and The Administration Act Book :” each year had one book for Probates, another for Administrations, a third for Limited and Special Probates, and a fourth for Limited and Special Administrations. From 1800 to 1850 there were in all 216 volumes, which occupied a space of about 70 feet. These Acts, as they are called, were neatly written five or six to the side on foolscap, were bound up and made a volume about 13 in. by 9, varying from 3 to 5 in. in thickness. In the case of Administrations it was the record of the grant shown to the public ; the Probate Acts were often referred to for the amount under which a Will was sworn, which did not appear in the registered copy ; the fee of one shilling was one of the “Book Showers’” emoluments.

When the Act of Parliament decreed that the Calendar should contain, in addition to the name of deceased, the place and time of death, the names and description of executors and administrators and the value of the effects, an opportunity presented itself for incorporating in one volume Calendar and Act Book ; no such advantage was taken, the grants having been and still being respectively twice recorded. A comparison of the two entries will show how easy it would have been, by making the Calendar rather fuller, to incorporate in one volume Act Book and Calendar.

In the new Calendar the grants were printed four and five only to the page, consequently instead of one volume 1858 produced thirty volumes, handsomely bound, upper edges gilt. It might have been expected, as also in the case of the Act Books, that there would be more than one volume on account of the country grants being included, but thirty ! The Act provided that a copy of the Calendar should be sent to each of the forty District Registries,

one to Dublin and one to Edinburgh. From 1858 to 1870, only thirteen years, there were no fewer of these expensively bound books than 289, which, multiplied by forty-three (leaving reserve copies out of the reckoning), gives a total of 12,427 volumes. The grants might have been printed with all the details required by the Act in considerably less space (the Calendar from 1853 to 1857 inclusive filled fifteen volumes only, ten would have sufficed by making them thicker). The lexicographical arrangement of names renders the wide margins and spaces superfluous; there is not a pretence for printing the names an inch or two apart, nor a shadow of reason for the endless repetition of form. Entries printed as under would have met the requirements of the Act:—

Name.	Late of	Died	Executors' names and Addresses.	Date of Proof.	Amount sworn under.
Thurston, Joseph.	Teddington, Middlesex, Esq.	14th June, 1870, at Teddington aforesaid.	John Jones, of Windsor, Berks, mason. Michael Stone, of London, merchant, the Executors.	4th August, 1873.	£3,000.
Thurswell, Walter.	The City of London, optician.	4th August, 1870 at Ramsgate, Kent.	Jane Thurswell, } Widow, the relict, of same place. } the sole Extrx.	20th August, 1873.	£200.

By slightly increasing the size of the book and making it twice as thick, the volumes might be reduced from twenty to three or four for the year; twenty names instead of four or five to the page.

Now for the new Act books. Each Act is filled in on a printed form, the forms are afterwards bound up. 1858 produced twenty-four volumes of Probate Acts and seventeen of Administrations. From 1858 until 1870 inclusive, there are 620 of these volumes, as against fifty-two for thirteen years old style, occupying 243 feet of iron fire-proof shelving, as against seventy feet for the accumulated volumes of *fifty* years old style. During the

next fifty years an additional sixth-of-a-mile of shelving will be required for these books only. Preposterous!

To return to the office; its expenses kept on increasing. In 1857, the year before the change, excluding Judge's salary, £13,440 covered the salaries. In 1859, the salaries amounted to £30,740; in 1860, £31,780; in 1861, £32,920; 1862, £36,380; 1863, £36,530; 1864, £36,590; 1865, £38,580; 1866, £39,775; 1867, £40,432, and so on. At the present time the London salaries amount to about £41,000; but for the timely intervention of the Treasury, and the assumption of office by the present Ministry, there is no doubt that the annual cost would by this time be nearly double what it was in 1859.

Age had been no obstacle to a person's admission into the New Registry until the Treasury judiciously interfered. Nos. 19 and 28 in Table "B" were between fifty and sixty years of age when they were appointed. A very serious feature in the case of persons appointed at that age is, they can never serve long enough to entitle them to receive a pension worth having, consequently the office is saddled with them when they are 70 and 80 years of age.

One old gentleman went through the farce of an examination to oblige the Civil Service Commissioners, who kindly certified that they found the age of the applicant "within the prescribed limits."

From July, 1863, when Sir Creswell Creswell died, and his successor was appointed, many who had been taking every position by storm, came to a standstill (See Nos. 6, 7, 63, and 80.—Table B). The New Patron, as well as the Registrars, had friends to promote. As vacancies occurred, *his* friends were appointed.

In 1865, the then patron, who must have been in-

structed, or rather stultified, entered into an arrangement with the Civil Service Commissioners for the promotion of Copying Clerks to the staff; perhaps this was the absurd-est thing done in the Registry, certainly the cruellest; letters were passing backwards and forwards relating to what had long before been settled by the Act. Lord Penzance did not say that these were old Prerogative Clerks who had been neglected. No. He was made to draw unfavourable comparisons between these clerks and others seeking admission to the Registry; he described the former as of an inferior grade; from whatever motive these words were put into his mouth, the result was, that while it accounted for the past abominable treatment of old clerks, it damned their future prospects. What if these men were less fashionable in appearance, they were harder workers; what if here and there one dropped his H's., the Act did not exempt such from liberal treatment. It could not have been from personal observation that Lord Penzance wrote; he never came in contact with the great body of the clerks; not one in thirty ever saw his Lordship; therefore the responsibility was not his.

If these Prerogative Clerks had received no education at all, but yet were eligible for promotion in the Old, it would have been in contravention of the Act to refuse it to them in the New Registry.

All this correspondence was carried on in the dark; it was never expected to fall into the hands of the clerks who were being coaxed on to the staff at £150 per annum—some of them sacrificing £70 and £80 a year—to the tune of “Everything is open to you; there is no prospect for you where you are.” Not a word was told them of this arrangement which limited them to £150 and prevented their further progress *unless they procured another*

nomination and passed an examination, whilst at the same time friends of the Authorities, who had occupied inferior positions in the profession were being jumped up, as a correspondent has humorously described, by a pressure similar to that used upon a toy frog.

The XVI. Clause of the Probate Act enacted that clerks should be transferred to similar positions, *not that they should never rise above such positions*. Till within the last few days one gentleman was receiving £300 per annum after forty-eight years, and several others £150 after twenty-three, twenty-four, and twenty-five years' service respectively; one at the present time is receiving £115 for twenty-two years, and another £130 for twenty-four years.

In the late Principal Registrar's contribution to the settlement of this question we find him writing, "We have hitherto met this difficulty by promoting the Copying Clerks on to the salaried staff;" he might have added, "and leaving them there without an increment for the term of their natural lives;" *Met this difficulty!* Who or what created it? The Act? Certainly not. It is a fortunate thing for humanity that *difficulties* invariably follow in the rear of Injustice and Oppression. For a long time the Normans found the Saxons troublesome. Ireland has ever been a thorn in England's side and will probably continue so until the end of the chapter. Germany is experiencing the same trouble with *her* recently acquired Ireland, a trouble which will never cease until France shall have won back her virgin fortress.

That the word *difficulty* was used advisedly may be inferred from the expedients that were resorted to to invent situations. Take for example No. 104; his situation was *invented* in 1863. In some of the District

Registries they are in the habit of over computing Wills; thus they sometimes take more than the proper fees. Solicitors perhaps are primarily to blame. Nowadays, in the commercial world, a halfpenny post-card would rectify this; not so then, post-cards were not invented. This clerk having served fifteen years or more, and being moreover a man of good education and character, was lucky enough to be appointed to the position; his duty is to check the folios, and where there is any doubt to count them, lest the mistake should be perpetuated by the copyist who might receive a few pence more than his due; the pence saved may amount to £30 a year; Government, *it seemed*, could not well afford to pay more than £150 for that which probably only produces £30.*

In 1866 the crowning act of injustice to the clerks generally, was perpetrated "in camera obscura." It was *called* The Classification Scheme, and "a scheme it was in the lowest sense of the word." I shall briefly allude to it: there are wheels within wheels, and intricacies of patronage, which only a stringent inquiry will elicit. This scheme was an arrangement entered into between the Treasury and the office as to the number of clerks that should constitute the different classes. There were to be six clerks whose salaries should commence at £700, and be increasedⁿ by yearly increments of £25 to £800. Four chief clerks of departments with salaries commencing at £500, to be increased £20 annually to £600. Eighteen clerks with salaries commencing at £350, to be increased £15 per annum to £450. Thirty-three clerks, salary commencing at £200, to be increased by yearly increments of £10 to £300. Sixty clerks, salary commencing at

* Within the last few months this gentleman's income has been raised to £200, and he promoted to work slightly less monotonous than counting.

£80, two increments of £5 yearly, followed by £10 increments up to £150.

It was the £350 to £450 section which was to perform some marvellous feats, for example:—some people who were being hurried on, and whom it was intended this section should embrace, wonderful as their advancement had been, were not yet in receipt of £350. What should be done? An arrangement with the Treasury had preceded this scheme, a kind of forerunner, whereby these select few were being advanced by £50 per annum to £350. This arrangement was entered into in April, 1865; they had only just received their first extraordinary increment when they were jumped up by the hundred. This was all part of the Scheme. It will suffice to cite one or two cases.

No. 25 (Coincidence—Plays the organ for a Catholic Apostolic Congregation.) Entered Registry in 1858, direct from an inferior position in a Country Registry which was abolished. In 1858, £100; 1859, £150; 1865, £200; 1866, £350; 1867, £365; 1868, £380; 1869, £395; 1870, £400 and house (valued at £50 per annum). So in 1865 he was receiving £150, and to rise by £50 increments to £350. The Scheme dated July, 1866, put him in the Second Class (£350 to £450), thus, although in 1866 he received his first increment, making his salary £200, the Scheme antedated to him a salary of £350 from *April*, 1866, and gave him an increment of £15 in April, 1867. It did not appear to the superficial observer, but in reality he was raised from £150 to £350.

No. 78B was receiving in 1865, £150; February, 1866, £300; he was jumped up to £350 after eight years service, and to receive first increment 1867; although he first received £300 in *February*, 1866, the Scheme antedated

to him a salary of £350 from *April*, 1866; thus he also was raised from £150 to £350—he had been Clerk to a Registrar.

No. 83 was brought into the office as a Registering clerk, but appointed to the staff, £150 in April, 1858; 1862, £300; 1866, £350; 1867, £400; 1868, £450; Promotion by steam! Will it be credited that many old clerks were at this very time receiving, after services extending over 30, 35, 40, and 45 years, salaries varying from £200 to £300, and many others after 20 years service £150.

No. 92c was raised £50 in April, 1865—1866, brought the scheme, first increment, 1867; this clerk had a £50 advantage over the majority of the third class; he was nephew of a Record Keeper. No. 98 was raised £50 in May, 1865, brought him within the third class; son of a Record Keeper. No. 95 (an old friend of late Principal Registrar) raised £50 in November, 1865; so also No. 19 in September, 1865 (an old friend of Record Keeper), both were thus jumped into a higher class. There are numerous other instances which testify to the extraordinary coincidences "which preceded the Scheme," and which of themselves would justify an inquiry.

The Treasury sanctioned thirty clerks in the third class, but when the final arrangements came to be made, it was found that two clerks had in the interim been raised £50, which brought them into the next class. Old clerks? No. The two last-mentioned gentlemen, respectively friends of organizers; the 33rd clerk was an old Prerogative Clerk advanced from £150 to £200, after 22 years service.

It is a pleasing spectacle, that of a man advancing in life, and yet retaining the generous impulses of youth; a man whom contact with a cold and unsympathising

world has failed to sour, and whose sensibilities the whirl and turmoil of a busy life have been powerless to dull and unedge : It is pleasant to see such a one lending a helping hand to a friend whose kindness to him when a youth he still remembers, but who has been less fortunate than himself in life's fierce struggle : Some such cases have occurred in the Probate Registry, which would be worthy of our highest commendation, but for one *trifling consideration* which *slightly* modifies our admiration ; it is the questionable morality of discharging private obligations with the money of the people ; but, reader, there are some who affirm that you or I, had we the chance, should do precisely the same thing ; that it is only jealousy and envy that fret us ; if 'tis true, what a powerful argument have we here for the suppression and annihilation of patronage !

Some few old clerks came in for advancement, but there can be little doubt that it was unpreventable, and the position vacated was generally filled by a youngster of a few months' service.

When one reflects upon the indignities to which these clerks have submitted, one cannot help thinking that they have betrayed considerable distrust of the powers that be : they appear to have been seized with a moral cowardice. Why have they not gone to the Treasury and prayed that their case might be inquired into ? if people smother up their grievances rather than drag them into daylight, they must put up with the consequences. Wrongs, unless proclaimed, cannot be redressed. Certain it is, from whatever cause, the clerks in the main behaved like lambs under their harsh treatment. Perhaps it was the simple unaffected piety sometimes displayed which disarmed and subdued them : one gentleman had a happy knack of pouring oil upon the troubled waters. We have

been told how on one occasion, he quietly turned the tables upon some grumblers (piece-work clerks) who thought there should be some allowance for holidays and sickness: he took the edge off their complaint, by showing them that instead of complaining they should rejoice, they were "better off than dock labourers." On another occasion, he piously exhorted some of the same class who had gone to him with a grievance, to live nearer to Heaven; "if they could not afford the worldly dining and "drawing room, to take to the attics"; sound practical christianity.

Clerks *frequently* complained, and then the particular matter dropped; when for instance, the engrossing was worked up; staff clerks had been engaged on it for over-work, and then the regular engrossers sat idle days and weeks together; they were not half employed; contemporaneously supernumeraries were being brought in, and the regular staff was working overtime at the calendar. Naturally these men (many of whom had once held responsible positions in the profession) who were sitting idle, and who were competent to do the calendar (it is shown elsewhere how *incompetent* those employed upon it were) asked permission to help. "Thank you, we are very well satisfied with our present staff," was the courteous reply. With reference to the supernumeraries, it was forgotten that one was uncle of a clerk in the Registry, and another brother of a clerk and son of a Registrar's coachman.

A very amusing incident once occurred in connection with the application of a copying clerk to be allowed to go on to the Registering staff. It is presumed he looked upon the change from one department to the other more as a step that would qualify him for promotion, than as pro-

motion itself. For some reason or other the relations existing between this clerk and the authorities had not been of the friendliest character, and it was decided that his request should not be granted :

Scene : The Principal Registrar's Room.

Dramatis Personæ : The Principal Registrar and the Clerk.

Enter Clerk : " I have come to ask, May I go on the Registering ? "

The Registrar : No ! We only *pro-mote* those who do well."

Now whether as in the case of a person drowning there was suddenly presented to the vision of the staggered clerk a panoramic view of the past promotions and appointments in the Court of Probate, I do not know ; at any rate, the remark nearly collapsed him, and in an agony of amazement and incredulity, he gasped out " Pro-mote ! " The Registrar, who by this time, perhaps, saw that appointments and promotions might be regarded from two different points of view, and glad to be rid of a customer who dared to challenge his dictum, quickly rejoined, *staccato*, " Yes, *pro-mote*, I have done ; you may go."

In the autumn of 1871 some of the most extraordinary appointments ever made carried away the flood-gates which until then had borne very great pressure. The silence was broken ; some audacious individual had actually dared to write to an evening journal complaining of the Patron's notions of justice and promotion, and instanced several cases. Whoever wrote that first letter may take credit to himself for having set rolling a ball which has not yet stopped, which already has brought about some marvellous changes, and which eventually will, it is to be hoped, completely reform the Registry. Clerks took

courage and wrote letters to the same journal. Although outspoken, they paled before those which were afterwards written to the *Civil Service Gazette*.^{*} Nearly a dozen letters had appeared in the *Evening Standard*, when the Editor appended a note to the effect that he had fairly exposed the grievance, and that the crowded state of his columns would prevent any further insertions.

“They are all blown over now,” said persons interested in crushing the rebellion when they saw the Editor’s note—“a nine days’ wonder;” but *mirabile dictu*, the death of the correspondence in the *Evening Standard* was but the gate of a newer and livelier life in the *Civil Service Gazette*. The editor of that paper who, with unprecedented liberality, was about to throw open his columns to the aggrieved clerks, treated the public to a *résumé* of the *Standard’s* correspondence. The article had scarcely appeared when No. 73a (the most outrageous instance of patronage the office ever saw) was appointed, after only eight years service, to between £700 and £800 a year.

His career is worth tracing. 1863, supernumerary, £100; 1866, staff appointment of £300; 1869, £350; 1870, £365; 1871, £380; 1872, £700 and emoluments (Registrar of —).

“Well,” thought some of the clerks, “The *Civil Service Gazette* is the very paper of all papers that should “expose Civil Service grievances; it would be shabby not to “acknowledge the obligation the Editor has put us under “to him.” So they wrote; thus commenced this famous correspondence.

^{*} Every one who has the future welfare of the Civil Service at heart, will do well to procure the whole of this correspondence, which appeared in the *Evening Standard* during November, 1871; and in the *Civil Service Gazette* from January, 1872, down to the present time. It is a thorough exposure of the evils of patronage.

Is there an aggrieved Civil Servant? let him go to the Editor of the Gazette, and ask him to show him what he has been instrumental in bringing about in the Probate Court; not the most despairing, trampled-upon official need abandon hope.

In the Autumn of 1872 shortly after the retirement of Lord Penzance, a gentleman belonging to the Registry attended a meeting of the Committee engaged in drawing up a memorial to the Lords of the Treasury, praying for a *pro rata* advance upon all salaries. Subsequently a meeting of Probate Court officials was called to consider whether it was advisable to send a delegate to that Committee; a resolution that it *was* advisable was proposed and seconded; but an amendment was carried that it would be far better for the clerks to draw up a scheme and endeavour to ameliorate the condition and prospects of the neglected among themselves; a further resolution to the effect that every department of the office be represented was carried.

The Committee appointed from the different departments commenced their labours on the 29th October and continued them, meeting twice weekly, until 29th of November.

As might have been foreseen, little good could result from the deliberations of such a Committee, composed as it was of men who for years had been systematically passed over, and of others who had unjustly taken precedence of them. How could they agree that Patronage was a bad and mischievous thing?—Impossible! At the very first meeting (it should be mentioned that it was thought advisable to begin at the bottom and work up) a resolution was proposed and seconded:—

“The present scheme is unsatisfactory in that piece-

“work clerks on being transferred to the salaried staff are not allowed to count their previous service.”

The resolution was carried *nem. dis.*, but on the morrow it was seen what a revolutionary mischief lay concealed in the proposition; on the first blush of the thing it did seem hard that twenty years on copying should not count even as a day; that a boy appointed one day before the appointment to the salaried staff of an established piece-work clerk would take precedence of him. Great consternation prevailed and a deal of cackling. It was a bad beginning. At the next gathering the minutes of the first meeting were read over, and among them the resolution in question; *but* with three additional words, namely, “in their salaries,” which proposer and seconder knew nothing of, and which they accordingly repudiated. The sense of the resolution was entirely altered—in fact it had become nonsense. The draft was referred to. “Yes, just the same.” “It must be so.” Why all that cackling and discomfiture then? Some peace-at-any-price ghost, probably seeing what consternation it had caused, altered it, “unknown to a soul.” “Of course it would come within the province of the proposer and seconder to move another resolution further on,” which *of course* would not have stood the slightest chance. Nobody could have been mean enough to alter it; yet it was not the resolution that proposer moved, nor the resolution that seconder seconded.

This single circumstance shows that reform, reorganization and re-construction must come from without.

Some members of the Committee thought it would never do to suggest anything which would “trench upon the Prerogative of Patronage.” “Seniority by length of service” was, as soon as mentioned, tabooed by some:

the sittings came to an end, and a letter setting forth the grievances of each class was drawn up and presented for signature.

Then came a difficulty—caste; and caste carried the day. A. and B. could not think of signing it if casts such as C. and D. were to be allowed to sign it. A. & B. suggested that C. and D. “and their lot” should have a separate letter: once again the office was split into sections, and separate letters were sent.

And so it has come to pass that in the short space of sixteen years an office, which under private management comprised a staff of about 66 clerks, all told, and cost about £13,400 annually, now comprises 178 clerks and messengers, and costs £41,205 (this is exclusive in each case of Judge’s salary, and the cost of the Piece-work Departments). The office, moreover, is in arrear with its work at least £8,000:—2 years of engrossing; 4 years examination of ditto, and $1\frac{1}{2}$ years of printed calendar.

Before proceeding to suggest a remedy for this unfortunate state of things, it may be well to call attention to a few special cases in order to show how injurious to the morale of an Establishment is Patronage.

Attention is particularly called to Nos. 4, 78B, and 25 (Table “B.”), as illustrating the mischievous power of Patronage in one direction; and to Nos. 38, 90, 92A, 99, 100A, and 111E, as illustrating its mischievous power in another.

With reference to such cases as Nos. 5, 6, 7, 8, 63, and 100, there is no getting away from one or other of two conclusions; either, when these gentlemen, some of them little more than boys, were jumped into hundreds yearly, there was a great misappropriation of public monies; or, if they were worth their hundreds then, they must be worth

considerably more now, and consequently have a substantial grievance. It will be for the Legal Departments' Committee now sitting to decide in favour of one or other of these propositions.

No. 51 may be taken as a specimen how grudgingly and of necessity old clerks were advanced and then left.

Nos. 57, 65, 78, and 92B, show that however promising an opening a young man may find, it needs but the death of the Patron to leave him stranded high and dry.

Page upon page might be written of the meanness and littleness engendered by Patronage; clerks sitting together, yet speaking only on business. One young man informed his superior that it was his intention to speak to him *only on business*. Another official requested a fellow clerk not to acknowledge him out of Doctors' Commons. Poor creature! A young man about to undergo an examination was helped and coached by a fellow clerk, but afterwards when they met, "caste" dictated the only course possible to the "gentleman," he passed his helper as though he had been the greatest stranger.

A clerk of the Principal Registry who felt aggrieved at being passed over, not because he had been very long in the Registry, but because he had interest, wrote complainingly to the then Patron, and asked for an interview; the latter replied that an interview might not be so pleasant as he imagined, or words to that effect. Shortly afterwards this clerk, who was connected with a Registrar by marriage, was appointed to a district Registrarship. The inference drawn from this episode by the clerks was, "The Patron does not like people who show their teeth, ergo, it is a good thing to show one's teeth." Another clerk was once ordered by one of the authorities to leave his room; "I shan't leave the room," said he, "until I've had my

say;" he was as good as his word. Now such a one would not be looked on as a likely receiver of promotion ; but so it happened ; a vacancy occurred about the time ; a relative of his spoke for him, and the Patron bestowed upon him the appointment. This incident must have mightily strengthened the authority of the thus bearded official.

It is unnecessary further to particularize ; many of the appointments made under the late Judgeships illustrate some phase or other of patronage, and will, let us hope, contribute in no small way towards the expurgation of the service from the many evils inseparable therefrom.

Two or three instances of the present inefficiency of the staff will suffice. As certainly as effect follows cause, so certainly does inefficiency cling to the heels of patronage.

In the early part of 1872, the head of a Seat was away ill ; the first assistant, who had been promoted by steam, could not carry on the business. A clerk from another department had to officiate.

About the same time a Seat's clerk told a Proctor's clerk that a certain description would not do ; and that *therefore* he returned the papers. The Proctor at once waited upon the Registrar, who said he had never heard a more absurd objection, and wrote across the paper, " Description perfectly satisfactory."

Hear the experience of a gentleman who has passed many years in the profession, and thoroughly understands the practice :

" A friend of mine waited upon Mr. —— at the Seats.

" ' Does this business require an affidavit ? '

" ' Oh, yes, must have one.'

" ' Quite sure ? '

" ' Without a doubt.'

“When the business was before the Registrar, he
 “remarked that there was no occasion for an affidavit, and
 “on my friend saying ‘he had been misled at the Seats,’
 “the Registrar remarked, ‘You ought to know your busi-
 “ness, the Court has been opened twelve years.’”

“On one occasion I had a business, a sort of which I
 “could remember only two precedents ; feeling sure that an
 “affidavit was necessary, for confirmation sake, I went to
 “the Seat.

“‘I suppose I must bring in an affidavit in this case,’
 said I.

“‘Oh, no, certainly not ; we have plenty such cases,
 “‘no affidavit is required.’

“‘Excuse me, Mr.——, I do not think you have *many*
 “‘like this.’

“‘Oh, yes, we have.’

“‘Will you oblige me, Mr.——, by enquiring whether
 “‘an affidavit is not necessary ?’

“Mr. —— dives into an inner room, and returns ;
 “letting himself down gently, he says, ‘In this *particular*
 “‘case it is necessary.’”

These are no uncommon instances. Much of the time
 of clerks is taken up going backwards and forwards to get
 mistakes rectified, and in work which has professedly been
 examined.

Although the office has been under Government
 upwards of fifteen years, it is certain that if all the old
 Prerogative clerks were removed, the work of the office
 could not be carried on a single week. In the seats
 particularly, but for the few old clerks found there, things
 would come to a standstill.

A few years ago, a person connected with the office was
 heard to remark, “Give me all the old clerks” (a mere

handful compared with the entire staff) “and I will undertake to carry on the work of the office.”

The late Principal Registrar resigned on the 17th January, 1872; his nephew was appointed to the junior Registrarship on the 25th January; on the same day, the following printed notice was issued:—

NOTICE.

“On and after the 5th day of February, 1872, the Registrars of the Principal Registry in attendance there will meet twice a week, at eleven o'clock, to consider and decide upon all questions of principle or practice in respect of representations, and the Clerk of the Seat having the charge of the business is to attend the Registrars, when such questions are considered.

“One of the clerks of the Registrars will enter in a book the name or title of the matter to be brought to their attention on the day of their meeting, and a note of their order or direction will be taken down by him.

“For the present, the days of meeting will be Mondays and Thursdays.

“On and after the same date, the Clerk of the Seat will refer to the sitting Registrar only such questions of form as arise on the papers submitted to them, which do not require their personal attendance with the Practitioner.

“One of the Registrars will be in daily attendance to dispose of such last-mentioned questions, between 11 a.m. and 3 p.m., when the office closes at 4 p.m., and between 11 a.m. and 2 p.m. when the office closes at 3 p.m.

“By Order of the Registrars.

“25th January, 1872.”

If such a man as No. 17 or No. 50 had been appointed to the vacant Registrarship, would such a notice have been issued? *Certainly not.* The brains of these men have been sucked daily, not only by incompetent persons in the Registry, receiving large salaries, but by a whole profession; one of them has contributed in no small way towards the ready discharge of business, by the publication

of a valuable compendium of Probate Court practice, a book that has received considerable commendation from the legal press. It would have been only a graceful acknowledgment of such service to have bestowed upon him the vacant Registrarship. One, and that a chief qualification was wanting, *kinship*, a disability which must never again be known in the Registry, if it is to be carried on efficiently and economically.

In the Prerogative Office men were proud to be consulted on all matters of business or questions of practice; and were so well versed therein, that some of them were looked upon as Oracles. They would have been thoroughly ashamed to run to a Registrar on the trumpery errands that too often occupy a clerk's time now-a-days; patronage is answerable for all this. Clerks argue in this way: "Were I to learn the practice, it could avail me nothing, "if I lack a patron; but give me interest, and I can snap my "fingers at the practice," therefore from either point of view a knowledge of the practice is superfluous.

When No. 73a, who reached £300 in two years (and that from a supernumerary's position), had served four long weary years at that salary, and he was to be jumped over the heads of a whole class to £350, not being in robust health, and the position vacated being in the public office which was draughty, it was given out that if any one in the second-class, who had a comfortable room and a fireplace in it would change with this person, his patron would be obliged. What becomes of the public service and peculiar qualifications, merit, etc., in the face of such facts as these? About this time the late Clerk of the Papers was appointed Record Keeper; his assistant, who had been with him many years, and had taken great pains to master the practice, and collect precedents against the time when he should be called

to the helm, probably feeling nettled at a clerk from another department of the office succeeding the Clerk of the Papers said, "I'll change; Mr. — can have my room, it *has* a fireplace." The room was wanted after all for little else than a waiting room for a short season. No. 73a having been appointed to a district Registrarship, valued at between £700 and £800, two years later. £800 for eight years' service is an expeditious way of getting rid of public money.

The change was effected and the public left in the lurch. It was not possible that the new Clerk of the Papers, although a most valuable servant could adapt himself in a day to his new position; and yet immediately after the removal of his predecessor, the first Assistant is taken away in order to consummate what some persons would call a job. Shortly afterwards the second Assistant was appointed to a position in quite another department of the Registry, for which he still receives the pay, but occupies his old fourth class position with the Clerk of the Papers.

It is not in one thing, but in everything that the perniciousness of Patronage is seen. It follows a man to his death-bed. Take the treatment experienced by two officials occupying similar positions, the one with interest, the other without:—

No. 111c entered the office in January, 1841. In 1872, having served upwards of thirty-one years, he was receiving £260 per annum as Examiner. Previously to his resigning on account of ill-health, it was arranged that during his absence, his Reader should be appointed Examiner *pro tem*, without increase of pay, and that a Reader should be appointed to whom he (111c) should pay £2 weekly out of his £260.

No. 111d. entered the office in 1858. In 1861 he was jumped from £150 to £250 (but, then, by way of coincidence, he had been Fellow Collegian of a Registrar). He too (No. 111d) was away for a lengthened period. His reader was sent for; it was explained to him that if he were appointed in the place of Mr. — he would receive an increment of £50 per annum. He was appointed Examiner *pro tem*—"of course he would not take the £50 "from Mr. —, at home ill." "In this particular case, "the *office* would find a Reader."

Thus a clerk *without* interest after thirty-two years service, has £2 weekly deducted from his pay during enforced absence through illness; whilst one with interest, after fourteen or fifteen years' service, under very similar circumstances, receives full pay.

There have been many sad deaths—clerks after many years' service dying in such poverty that it has been necessary to raise a subscription to bury them; but no greater disgrace attaches to the office than the death (it might almost be called manslaughter) of a young man who shall be nameless, lest I should wound the feelings of those who in silence and privacy are mourning his untimely demise. Like many others, he entered the office in 1858 sanguine and expectant, an exemplary youth, manly, virtuous, and modest: retiring in disposition he was known little beyond the circle of those with whom he worked, and by whom he will long be remembered for his many virtues. In any other department of life his value would very soon have made him the trusted adviser, the confidential friend; but merit has no price where Patronage plies its sickly vocation. Sycophancy and truckling are more marketable there. His manly and self-helped career, short as it was, render

him worthy of a place in that great book for the young—"Self-help." He was the only bread-winner in a family of three,—a widowed mother, a sister, and himself. The sister, who was bravely endeavouring to lend a hand towards meeting the expenses of their little household, and thus to ease his burden (although he never regarded it as such) was giving lessons in music, but compelled to relinquish them; the counting tried her chest; she was seized with an attack of hemorrhage from the lungs; the youth redoubled his energies—he was paid by piecework—in order to procure for his sick sister a few luxuries and comforts; he overtasked his strength. After awhile, when she was recovering, he was similarly seized and laid by for a time. The sister launched out in a new line of instruction in which she succeeded. In time the youth recovered sufficiently to enable him to return to the office; armed with a medical certificate to the effect that if work were found for him, involving less close application and lighter hours, he might recover; he might fairly have presumed that something would be done for him; his upright character was known, inasmuch as he had been a clerk to one of the Registrars; but he was told that placed as he was (no pay when absent) he would be better able to stay away when he felt ill. Cold, cruel irony. On all sides he saw recklessness, bad habits, clerks getting drunk, not once, nor twice, nor thrice, but repeatedly, and yet allowed to go on; a clerk absenting himself without leave days and weeks together after pay day, and whatever reprimand may have followed, it did not prevent a repetition of the offence after the succeeding pay day. It must have galled his noble spirit when he saw that nothing could be done for him, for he was very clever! He never complained;

he was left to face the enemy whom he saw advancing in the distance with no uncertain step ; he toiled on, death staring him in the face ; the disease began to make inroads upon his constitution. Hopeful and as if to shame his fellow man who might have helped him but would not (he was not related to an organizer ; public money had been treated as so much dirt in advancing some who could scarcely write or speak a dozen words grammatically, and who were considered, notwithstanding worth their hundreds, after three or four years *attendance*, it was not worthy the name of *service*) ; he endeavoured to help himself ; joined classes at South Kensington, thinking that by qualifying himself as an artist he might get away from the desk. After working at the office he repaired to Kensington ; he took a prize ; but the double exertion was too much for his strength ; laid by periodically, he returned again and again to the charge ; he had qualified himself to enter a nobleman's family as an instructor, when once more he was attacked. Those who sat with him and were powerless to help, burn with indignation when they tell how he was compelled to sit many hours daily with five or six other clerks in a close, unhealthy, low-pitched room, about fourteen feet square, whilst idlers who spent only a few hours at the office were provided with large lofty rooms ; how sometimes on reaching the office he was so prostrate and his anguish so great that he would bury his face in his hands and endeavour to summon courage for the day's toil. While spending a few days at the sea side with his mother and sister ; he retired to his room, not feeling quite right ; it was the order of release ; in a few minutes it was all over ; but for Patronage, humanly speaking, he had been alive and well this day. May the

recital of this case lead many to lend a hand in tearing down, wheresoever found, that disgraceful and immoral thing, Patronage.

There is not a statement in these pages which is not capable of corroboration and substantiation upon oath by persons holding office in the Probate Registry, who will testify to many other things which it is not possible to treat of in these pages. It is not unlikely that certain persons may attempt to gloss over this, and to explain away that; but I would humbly submit to any Committee empowered to enquire into the working and arrangements of this Registry, that before they commence their labours they call for a *minute* account of the expenditure incurred during the years 1859, 1860, 1861, 1862, and 1863, for the printed Calendar; and in particular, that they ask to whom was paid the sum of £372 1s. 6d. for the Calendar 1853 to 1857 inclusive; and when, where, and by whom that particular work was done; also that they enquire *thoroughly* into the classification *scheme* of 1866, ascertain the part played by every individual who was in any way concerned in it; and that they call for the whole of the correspondence. By making themselves fully acquainted with these particulars, they will not only gain an insight into as audacious and iniquitous a scheme as was ever concocted; but will find therein a key to much else of a questionable character. Let them call upon the authorities to produce the Will of J. E. —, proved — October, 1873; they cannot produce it, it is *lost*; but by showing the substitute manufactured on the premises and carefully certificated, they will testify to the easy manner in which the loss of even so precious a document as a Will can be glossed over. Thus will the Committee learn from whom to expect to hear a true version of the office's past history.

It is not an uncommon thing for the owner of a badly built house, when he finds the foundation giving way, to make the place *look* secure ; by the help of a little plaster and paper here, and a little putty and paint there, he succeeds in hiding cracks and defects ; the instability and rottenness remain, hidden it is true, but none the less there ; he puts the house up for sale, an unwary purchaser is found, who discovers, when too late, what an unstable and insecure house he has bought. Without wishing even to hint that what the present Judge, Sir James Hannen, has done, has been nothing better than botching,—I believe it has been something quite different and that he has withstood an enormous amount of pressure from Lords and Aristocrats, who think the Civil Service was invented as a sort of vantage ground for *their* relatives,—still, to the superficial observer, the effect of the late promotions is somewhat similar to that just described. The salary list does not present the beggarly appearance it did a year ago. Nos. 22, 89, 104, 108, 113 and 118 have, after having served respectively 26, 26, 25, 27, 25 and 24 years, been promoted to £200, and No. 71 has more recently, after 48 years' service, been promoted to £350 ; all these flaws are becoming thinly incrustated, but a careful examination of Table B will reveal the inner strata.

Since the agitation commenced, in addition to Lord Penzance's state of health obliging him to retire, his brother, No. 15b, has resigned ; No. 73a the notorious supernumerary, has been appointed to a Registrarship, between £700 and £800 per annum ; a nephew of Lord Penzance is away ill, not likely to return, it is said ; and the late Principal Registrar has retired.

REMEDY.

"Now does my project gather to a head."—SHAKESPEARE.

"The miserable change, now at (my) end, lament nor sorrow at."—SHAKESPEARE.

OUR great novelist tells us, "A past error may urge a grand retrieval." If ever there was a case in which the past ill-treatment of a body of deserving public servants called for interference and redress, it is that of these clerks: their claim to the consideration of the Treasury is undoubted, and should be met in a liberal and compensative spirit. It will be well in suggesting a remedy to take stock of the present position of affairs, both as regards the clerks and the contemplated removal to Somerset House. Preparations are already being made for transferring thither the staff, and all wills and documents now lodged in Doctors' Commons.

In the first place, there are those who "have become "covered with the grey moss of official decay;" If in the future, superannuation is to be *solely* for men *past work* and not, as it too often has been, a refuge from hornets' nests when the "beasts" began to sting, there are but few who would come within that category: their united incomes would not amount to £3,000. In awarding superannuation to such persons, the Treasury should not lose sight of the fact that but for the operation of patronage some would at the present time be in better positions, and consequently entitled to larger pensions. Within the next ten years, death and superannuation will probably thin the ranks to the extent of an additional £10,000 or £12,000. Many positions thus vacated might be abolished.

I would respectfully submit that the income of the first position that shall hereafter be abolished be anticipated and offered as a kind of first-fruits on the Altar of

Justice to make the only reparation that can now be made to two or three who through sickness are unable to plead for themselves; and who now *exist* on allowances which cannot possibly meet necessary expenses. There are three: No. 111c. whose case has been mentioned at length. No. 111e. whose illness was brought on solely by close application and anxiety, and to whom has been awarded for twenty-two years' service the miserable pittance of £43 15s. per annum, whereon to support a wife and family. Both of these clerks belonged to the Prerogative Registry—a circumstance alone sufficient to account for their harsh treatment. The third is nephew of a late patron, during whose tenure of the judgeship he experienced the exquisite privilege of being courted by the sycophant and the sneak; men whose grey hairs should have protected them from descending to such ignoble tricks, would hang about him with the latest joke. His prospects were brilliant; but the death of his uncle made an alien and a stranger of him. Ill health has obliged him to retire on £30 per annum. Although nothing can atone for the past, the present miserable lot of these men can and ought to be ameliorated.

Secondly: there are the old Prerogative clerks, whether those who have been shelved on the salaried staff with incomes varying from £115 to £300 for periods of service ranging from 22 to 40 years, or others who have never participated in any of the advantages enjoyed by the salaried staff; have had no holidays without loss of pay; who had a status in the old office and were provided with a status in the new, which has been in direct contravention of the Act (so it seems) most wantonly cut away from under them. As young men, some of these clerks applied for junior positions similar to those

for which they were eligible in the old court; no notice was taken of their applications;] and now that they are surrounded by families and advancing in life, are unable to begin at the bottom of the ladder; their case calls for special interference and assistance. Old clerks were in the main appointed to positions of which the work was little removed from menial. These neglected clerks have but to point to Nos. 17, 20, 46, 62, 69a, 69e, 70, and 93, all of whom came in on exactly the same terms as themselves; *but* were one or two steps advanced and could not well be burked by the early organizers. Closely allied with the last named clerks on account of their length of service and the nonfulfilment of promises that they would speedily be placed on the salaried staff, are many other piece-work clerks, stamp and registering, particularly those who entered the Registry as copyists in 1858 and 1859; many of whom were Proctors' clerks, some managers. The Act injured them as it did their employers, to whom compensative annuities by the thousand were awarded. The framers of the Act deemed these men eligible for Registrarships of the Principal Registry; but many of them were coaxed to begin as copyists. "Get in and you will the sooner be on the staff." They snapped at the bait; they are copyists still. Persons talk about equality in the eye of the law; Is this an instance? A Proctor not only received an annuity for life of half his past income, but was permitted to practice as a solicitor; this privilege to a man of any enterprise would soon have recompensed for any loss he might have sustained as a Proctor. Some persons deny that any promises *were* made. To such it suffices to say that many of these clerks are prepared to certify upon oath to the terms upon which they entered the Registry,

and to the promises which have never been fulfilled. Then, say others, these promises were made without authority and *therefore* amount to nothing. Responsible men enter into contract with clerks on the part of the Crown, and then because they fail to keep the contract repudiate it! What is to become of public confidence if this line of argument be sanctioned but for a moment?

Thirdly: several clerks who were appointed in Sir Cresswell Cresswell's time and have never been promoted since his death; others who in a few months reached their hundreds yearly; by comparison they have nothing whatever to complain of, and can well afford to wait whilst justice is done for those of whom they most unjustifiably and unwarrantably took precedence.

Fourthly: There are the clerks who have not yet reached the maximum of the fourth class, and whose case therefore does not call for special interference.

One of the chief lessons deducible from the present situation, and it applies to the service generally, is this: it is undesirable to appoint persons to an office in which they have relatives. After the recent exposure, friends might not even get their deserts. It would not be amiss in the case of the Probate Registry to transfer these relatives to other government offices; no fear need be entertained about their making their way in the world: Youths who in a few months were deemed worthy to take the lead of men who had served half a lifetime, will be able to hold their own anywhere; to doubt this were inferentially to accuse certain persons of nepotism. It is quite right that some preference should be shown to the son of a well-tried Civil Servant; but the nomination might be for another office than that in which the father serves.

With reference to Somerset House: to move the Registry and its officials thither without first re-organizing the staff, would be to make "confusion worse confounded." Now that the old building has been made secure, there is no hurry for a month or two, and further it would be worth while to consider, even now, whether the Registry might not with advantage be left in Doctors' Commons. There is yet adjacent to the present building, at the disposal of the Board of Works, a fine site upon which, and upon the site of the present building, a good plain commodious structure might be reared. One great advantage would arise from the fact that an entrance in Queen Victoria Street might conduct to the Searching and the Reading department, and the entrance on a higher level in Knight Rider Street could lead to the Seats, the Contentious Department and the Receiver's, thus saving so much running up and down stairs; an upper floor might be set apart for those departments with which the public are not so immediately concerned.

No greater difficulty is likely to arise in the New Civil Service than the steering a middle course between the *Scylla* of promotion by seniority on one hand, and the *Charybdis* of promotion by merit on the other; there is mischief in a blind and stupid adherence to either the one or the other. If a man knows that as a matter of course seniority will procure him a certain position on a vacancy occurring, it slackens his energy in the same way as when he knows patronage will secure it him. The great thing to be desired is a conscientious regulation of advancement. Men entrusted with the decision of promotions must have consciences. A proved case of nepotism should involve the loss of so many years' reckoning for superannuation,

and a second offence the forfeiture of it altogether, or the placing back in the next class of the offender.

The suggestion to make the hours in Government offices 10 till 5 would result in little good. There would be more idling, more reading the paper, a few more windows broken, more gossiping, but no more work. Plenty of work can be done between 10 and 4, allowing only 20 or 30 minutes for luncheon or dinner. The only way to increase the quantity and to improve the quality of work is to give men a stimulus in the shape of a certain prospect. There have been and still are in the Registry, men who in six days do not get through more than twelve hours' honest work. Some allowance should be made, it is true, for the monotonous nature of certain duties, such for instance as searching, which in the old Registry was done by the juniors at the Seats, *in addition* to their other work; but then a vestibule was not required *there*, such as this department has afforded, into which to usher gentle youths until vacancies in higher departments should occur. If the work were portioned out, a good honest five or six hours' work with the understanding that if it could not be done in that time the clerk would be expected to stay, there would be no occasion to alter the hours. Luncheon might be provided on the premises, and for awhile it would be necessary to adopt a strict discipline. Clerks should be expected to spend the whole day at the office, no long mid-day adjournments, and above all (for a time at any rate) let every clerk sign on arriving and again when leaving in *one set of books*; a blow, and that a decisive one must be aimed at the present childish notions of "*Caste*." The appointment to different positions in the Registry from the staff of messengers (and there is no reason why in the Civil Service men should

not advance from the lowest grade as in every other department of life) might help to effect this ; they are a respectable body of men ; there have been precedents for such promotions ; the present messengers may not belong to any particular school of faith, a qualification that *seemed* at one time of paramount importance ; but they may be none the worse for that, possibly the better, in this way, that it redounds considerably to the honor of the clerks generally that they did not in a body adopt one particular profession of faith, when they saw or thought they saw how it advanced persons who had no other qualification which they did not possess. The clerks were "*much incensed*" at times, but nothing more.

Great good would result from carrying on the work of the office in as few rooms as possible. An isolated room and a back staircase are peculiarly favourable for skulking—and every establishment has its skulks ; there is nothing like open offices. If the work of a Bank or an Insurance Office (in each of which there are many calculations requiring undivided attention) can be carried on in open offices, surely the work of proving Wills can.

Private enterprise says, let your youths begin at the bottom of the ladder. In the Prerogative Registry they began on piecework ; "it engendered habits of industry "and application ;" when you have tested their capacity give them something better. Patronage says, Give the dear boys some light, gentlemanly occupation ; don't let them come in contact with those who work hard ; and if they do not more than two days' work in six they are but boys—bless them ; and if they indulge in a little by-play or a little towel-flipping there must be some outlet for their exuberant spirits ; it is not much money they take and there is plenty more where that comes

from, "as if somehow or other the money of the State "were rained down from Heaven, or a spontaneous product of Nature."

By way of illustration: a youth enters the Registry and begins *to work*; presently he finds he is an object of suspicion; one lazy youngster says, "If you go on like "that we shall be having our staff reduced"; another will be constantly talking at him about currying favour; a third will point out a clerk who, after twenty-five years hard work receives £150. At length the youth whose character is not formed and who lacks courage to stand his ground, and who moreover sees that if he *works* he will be scouted by his fellow clerks, goes in with the swim, and does as little as he can, and later, himself tells youngsters that when he first entered *he* thought he was going to work, but that he very soon found out "what o'clock it was."

In suggesting a remedy for abuses which have grown up with a vicious system — a system in which *consanguinity*, not *merit* or *ability*, has been the magic and talismanic key to promotion and advancement, the great difficulty naturally is the adjusting with satisfaction to both sides of conflicting interests.

No one will deny that the present staff, with a judicious and promising reform, is capable of enormously increased exertions. The work of the office as at present constituted could be carried on with little more than half of its present staff.

The leading proposition upon which to reorganize the Registry is this: there is *nothing* in the work of *any* department which is beyond the grasp of an ordinary intelligence; therefore there is no reason why *every man* should not have a certain prospect before him. If some

persons look knowing and tell you about their head work and their memory and what not, it's all a farce ; all that is requisite is ordinary intelligence and care. There are many first-rate men of business in the Registry ; it is not because they are geniuses, but because they have taken the trouble to acquire a knowledge of the practice. The service generally wants a body of intelligent, hard-working young men, to redeem it from its only too well deserved reputation for idleness and dilettanteism, and from the contempt in which it is justly held by all independent hard-working members of the community.

Primarily I would suggest that a short supplementary Probate Bill be passed, if an Order in Council be insufficient, for the abolition of the District Registries of H.M's Court of Probate in England and Wales ; the total yearly cost of such Registries is about £41,400. The salaries of the Registrars amount to about 25,000 ; those of the clerks, about 137 in number (whose incomes vary from £40 to £450 per annum), to about £16,300 ; although the latter have no *legal* they certainly have a *moral* claim upon the Government ; they might soon be absorbed in the Principal Registry and other legal offices, The Registrars in many cases are old men, therefore if compensated to the full, it would not be for many years.*

A large, commodious fire-proof structure might be built which should be a depository for the Wills of the whole nation. In time the Wills from all the present District Registries might be forwarded, the arranging and

* It says a great deal for the way in which the work of the District Registries is carried on, that among them they prove more Wills yearly than are proved in London ; and although there are forty separate establishments the united salaries only slightly exceed those of the Principal Registry.

filing of which would for a time employ a considerable number of District Registry clerks ; and here it would be well to urge the claims of any Proctors' clerks injured by the Probate Act of 1857, who may be still in the profession, to the consideration of the Treasury. The business of proving Wills has so completely diffused itself over the profession that some Proctors' clerks can scarcely make a living ; they are experienced and deserving, and would be found a great acquisition to the Registry. There can be no doubt that it was intended when Proctors' clerks were refused money compensation, that they should one and all be provided with situations.

The Probate Registry would become the one office to which would be sent through the Postmaster-General, in envelopes specially adapted to the purpose, Wills and Probates from all parts of England and Wales ; Solicitors would be able to communicate direct with the Registry. If the present rules and orders of the Court are not sufficiently explicit and simple, in the name of common sense let them at once be amended ; should it be urged that this transmission of Wills would be impracticable on account of the many questions that are asked in reference to a single business, let the rules be so explicit as to render this questioning (which arises often from nothing but ignorance and laziness) unnecessary. Any extra expense incurred through the ignorance of a practitioner should be disallowed ; Probate and Administration accounts might even be submitted for taxation.

STAFF OF OFFICE.

It is proposed in reorganizing the Staff that there be three Registrars only :—

Salary of Principal Registrar	£2,000
„ 2nd „	£1,600
„ 3rd „	£1,200

Instead of a fourth Registrar, a Superintendent of Seats Department, salary £1,000; two Record Keepers, £800 each. If District Registries were abolished the responsibility of these gentlemen would be considerably increased and their work would for a time involve much anxiety and careful consideration. Including Record Keepers, there should be twelve first-class positions viz. :—

Clerk of Papers.

1st Clerk of Divorce Registry,

1st Clerk of Correspondence Department.

1st Clerk of Personal Application Department.

1st Clerk of Receivers' Department.

Five Heads of Seats, if District Registries be abolished; if not, Three would suffice.

(There should be no division of letters; the Wills of each day might be divided so many to each, the initials of the Head Clerk placed upon the Will would show who was responsible).

The salaries of these first-class clerks should begin at £500 and be increased by yearly increments of £25 to £800 (excepting in cases hereinafter mentioned).

The second class would comprise every other position in the Registry.

The salary in this class would be £80 first year,

rising by yearly increments of £10 to £200, after which by increments of £20 to £450 (see suggestion hereafter as to clerks entering as copyists).

The salaries of messengers might remain as at present ; but allowing them, where qualified, to be promoted to the staff.

The Registry should be divided into four departments : the Record Keepers ; the Seats ; the Receiver's ; and the Contentious.

The Record Keepers' would embrace the same departments as at present, abolishing the Literary Department (present annual cost £370). Ancient Records, £860 ; * Clerkship of notations and "more particularly this" and "more particularly that." These special departments were never anything better than the inventions and concoctions of brains crazed with the endeavour to invent wants which should be the means of supplying friends with positions ; they have answered that purpose admirably, and now that an opportunity offers may be permitted to die out ; any copying or registering clerks would belong to this department.

The Seats would include the Personal Application Department.

The Receiver's would comprise the present Receiver's

* The Ancient Records department reminds one of an amusing explanation afforded by a late Patron to the Civil Service Commissioners when they could not quite see why a man should be jumped up hundreds every few months. "It has no doubt occurred to you that the Probate Registry is dissimilar from many if not most of the public offices in this, that it is *altogether* of recent origin and is hardly yet fully organized, and as it would be impossible to make such a staff efficient if it were composed entirely of youths or young men under twenty-five years of age—this circumstance alone has made it imperative that the rule as to age should have been applied with some discrimination." This would have done if the person in question had displayed any extraordinary ability, but it was quite otherwise ; "*altogether of recent origin*," quite true, reckoning *ab origine mundi* ; the oldest Will is not more than 300 or 400 years old. In this sense the office was instituted but yesterday.

staff, the Correspondence Department, which would be increased, the Probate Examiners and Readers, the Searchers, the Sealer, and the Inland Revenue Staff in short, would be a very important department.

The Clerk of the Papers' Staff and the Divorce Registry would form the Contentious Department.

The abolition of District Registries would do away with a very fertile field for the growth of nepotism. A newly appointed District Registrar once visited Doctors' Commons to see what Probates and Administrations were like, preparatory to taking the *direction* of a Country Registry. The work of the Stamp Fee Accounts Department (about £1,200 yearly) would be reduced, and the work of the Inland Revenue Department considerably simplified.

A great deal of useless repetition might be dispensed with, for instance: the Receiver's Office might be open for receiving Wills and Probates from eleven till three; between three o'clock and the following morning every Will received during the day might be entered fully in the Receiver's Calendar (*one* Calendar not *six*); above the name might be stamped three or four square-shaped spaces, thus :—

Received.					Proved.
1873. MAY 6th.	<div>A. B. Examiner.</div>	<div>C. D. Seals.</div>	<div>E. F. R. Keepers.</div>	<div></div>	10th MAY.
	THOMPSON { JAMES ROBERT				

one space representing each department through which a Will passes. Each Will instead of meandering through the office might pass through three departments only,

thus reducing the chances of its being mislaid or lost, and doing away with much useless repetition in the work. To give an instance of routine : a Will is brought to the office, the receiver writes out a receipt and hands over the Will, Probate and papers to the Examiner ; they are returned to the Receiver from whom they go to the Seats ; an entry is made in the Seats Calendar and copied later into the Public Calendar. The Will goes from the Seats to the Record Keepers, from them to the Inland Revenue Department, back again to the Record Keepers. Sometimes persons are running all over the office to discover the whereabouts of a Will ; by the simple expedient of having one Calendar for the office and another for the public, and of making the representative of the Department to which the Will goes, sign his initials in the Receiver's Calendar, it could be traced in a minute, and it would not be necessary as at present to enter every Will over and over again. When the day's Wills, had been cursorily inspected by the Head of the Receiver's Department, they would be handed to the Examiner who in one of the spaces would stamp his initials by way of receipt ; a similar form would be observed when the Will and Probate went to the Seats, and again when it went to the Record Keepers, the preceding receipt on each occasion being crossed out. When the clerk in charge of the Public Calendar seeing each of the spaces filled, found that the Will had reached the Record Keepers, he would know that it could be seen by the public and would enter it in his Calendar. The original entry in the Receiver's Calendar should then be effaced by a line drawn through the entry, thus preventing any confusion ; previously thereto the whereabouts of a Will could be determined instantly.

One other work I would suggest, viz., the arranging of one Comprehensive Index or Calendar of all the Probates and Administrations granted in the present century down to the time of transfer to Doctors' Commons ; with system and a staff of hard-workers, it would not be the formidable task one might imagine. Afterwards, the Calendar might be printed and published yearly in three or four instead of thirty volumes, and copies of it procurable by the profession for a yearly subscription of five or ten guineas according to the cost ; the convenience to the profession would be incalculable. There would be considerably fewer searches ; but this item would be more than met by the subscriptions. Solicitors would be able to write for copies or extracts from Wills—for nearly every firm would subscribe. By making the Calendar as comprehensive as possible, and incorporating therein all the additional particulars contained in the Probate and Administration Acts which might be done away with, the Searches would be further reduced and considerably fewer Wills looked up. Instead of indorsing Wills with merely the name, county and date of proof, the full description of deceased, together with the amount sworn under, would prevent the unfolding of thousands of Wills. It would be a question for after consideration whether the practice of engrossing Wills might not be discontinued. Many thousands of Wills are never enquired after at all, and vast numbers have but an ephemeral interest attaching to them ; and as it takes three or four years to get them engrossed, examined and bound for public inspection, any wear and tear to which Wills are subjected takes place for the most part within that period ; the wear and tear attending the engrossing and examining them would be prevented and a considerable sum of money saved yearly.

At present a verbatim copy of every will is forwarded

to Somerset House, frequently a great deal of irrelevant matter is copied. Innumerable wills are copied (where for instance everything is left absolutely to the wife) of which Somerset House has no need; there is no duty payable, nor is any payable on ill will, professions of faith or eccentricities with which some Wills abound; many a long rigmarole might for every purpose be epitomized in a sentence or two. It would suffice to send the name and address of many a testator and a cross signifying that further particulars were unnecessary. If wills were abstracted, it would be very difficult to decide how to pay for the work, but taking into consideration that the clerks in the present department are well-trying public servants, and as has been shown, should long ago have been on the salaried staff, they might be put upon salaries. Eight or ten clerks would be equal to supplying Somerset House with all they require; by working in pairs, and examining their own work, a considerable saving would be effected. The present department costs, salaries, £2,210: copying, about £2,600. If the salaries of these clerks were determined by the second class scale, already mentioned, between £2,000 and £3,000 yearly would be saved; these clerks would form part of the Receiver's department.

Every clerk entering the Registry might begin as a copyist. It is fashionable in the Registry to look down upon copyists. The heavily ballasted bombastic official feigns contempt for anything so low. There is no position better calculated to qualify a man for the Seats or any other department, whilst at the same time he is taught to be industrious. Many a copying clerk does, on an average, about three times as much work in a day as a Staff clerk (this statement refers to the Probate Registry, not the service generally). On entering the office a clerk would

copy wills and clauses of wills for the public ; it is usual at the end of every will to add what is called the Act, giving date of proof, by whom proved, etc. Now, give a clerk a prospect, and with that follows directly an interest in his work ; he will watch these Acts, he will find one Will proved by the executors ; in another case, Administration (with will annexed) granted to residuary legatee. How is this ? he will say, executors were appointed ; he will find that one executor predeceased testator, and another renounced ; or, he may have a case where Administration is granted to the next of kin ; executor dead, no residuary legatee appointed ; he would thus in time, unless a dolt, get a very good insight into the way in which grants are issued, and learn how persons entitled must be cleared off. He would get a far better insight than by wearily poring down the pages of a calendar from morning till night. Again, in copying the Court minutes, he would learn the names of the different documents, and the order in which they are filed.

The *Daily Telegraph* of the 5th July, 1873, in an article on Civil Service Reform, wisely remarked :—

“ Instead of supplying them with an inexpensive stimulus, we make them mere mechanical drudges, working by the day or by the piece, and then have to ensure, at great cost and considerable trouble, proper supervision in order to keep them up to their hopeless industry and monotonous toil. Where else is this irrational rigidity adopted ? Not in our Army, not in our railway service, where promotion from the lowest rank is the rule ; not in any private office. The absurdity of the barrier is all the more clear when we bear in mind that the copying and other humble work of the writer is the very best apprenticeship for the aspirant to the

“higher ranks. If it is wrong to make promotion always a matter of seniority, it is equally absurd to fly to the other extreme, and declare that the discharge of inferior duties is to operate as a disqualification, and that the proper use of ‘one talent,’ proves that the user is not fit to be entrusted with more.”

After two years of copying, a clerk might serve two more as Registering clerk (supposing the custom of engrossing wills were continued), he would then be eligible for promotion to the salaried staff, beginning at a salary determined by the number of years he had served (second class scale); after four years’ service he would begin at £120; after six, £140. At present, piecework clerks have no holidays and nothing to fall back upon in sickness. Since it is very desirable that the copies of wills made for the Public should be examined, copying clerks might examine them among themselves for which they might receive a small salary, say the cost of an examiner and reader among them. If eight clerks, £60 a year to the four seniors, and £50 to the four juniors. If the custom of copying for Somerset House, and also that of engrossing wills, were continued, some such arrangement might with equal advantage be applied to those departments.

The present Examiner system is very faulty: when either Examiner or Reader has been absent through illness, his colleague has frequently sat unemployed (so far as the office has been concerned) days and weeks together, notwithstanding that in other departments work which he could easily have assisted in has been months and years in arrear. Red tape; the monotonous nature of the work of examining and reading is an additional argument why it should not be men’s sole occupation.

No stronger argument in favour of clerks being promo-

ted to every department from the copying staff need be adduced than the economic, efficient and satisfactory management of the Prerogative Registry, in which this system obtained. Youths might, preparatively to appointment as copyists, be required to pass an examination, but experience has shown the doubtful utility of this.

The clerks engaged at present in the Copying departments, have been as already mentioned, either old Prerogative clerks, in which case the Act provides for their promotion to the staff; Proctors' clerks, of many years' standing, whom the Act deemed qualified to act as Registrars; some clerks who have passed the *full Probate Court Examination*, others who have passed competitive examinations which have well tested their ability; there is therefore no fear about *their* fitness for promotion at once, their yearly income to be decided according to the second class scale. A clerk who had served fifteen years on copying, would, on transfer to staff, receive £240, because if he had begun at £80, he would, after fifteen years' service, be in receipt of that amount. I would not go so far as to say that this would not bear modification in the future: but for some time to come this arrangement would apply to men whose prospects have been grievously injured by nepotism and jobbing.

It would obviously be unjust in some cases to decide that a man's income should be settled by the average of his earnings as a copyist; many of these men, Proctors' clerks notably, were not brought up as writers. Money compensation would have been voted for them by the House of Commons if the intention of the Act had not been to provide them all with positions, in which case they would now, like those who were able to plead some

connection or other with organizers, be receiving from £400 to £500 per annum.

To advance a clerk to £380 per annum who has served faithfully twenty-two years and is receiving only £115 is not a misappropriation of public money. Reckoning his yearly salary for these twenty-two years at £115, he will have received only £2,530, whilst a young man now advancing will in the same number of years receive £4,520. Clearly, great as seems the advance from £115 to £380, the past still remains unredressed.

A comparison of two or three cases will suffice to show that although a man should be promoted from £115 to £300 or £400 he will really be receiving no more than he is entitled to. One clerk, and this is by no means an exceptional case, has in fifteen years received £2,250; another considerably his junior and in no sense his superior has in the same period received upwards of £4,000, *solely* because he had a friend at Court; another with scarcely any education at all has in fifteen years received £4,490. Why? *solely* because of a powerful propelling *raison d'être*; a fourth has in less than eleven years received nearly £4,000; and there are many other cases equally glaring.

It may be urged that £150 is sufficient pay in many cases for the work demanded. True, the grievance is that clerks have not been allowed to rise to something better. What would be thought of a schoolmaster who having a large school and educating therein his own sons should give *them* the only advanced books he possessed, and should keep the other pupils, whose interest he was in honour bound to consider, restlessly poring over their primers and delectuses long after they had mastered their contents, whilst the former were revelling in the "rich

pastures of the Classics?" Such a man would be held up to the scorn and reprobation of all right thinking persons, and yet this is not altogether dissimilar from what has taken place in the Probate Registry.

Every clerk in the third and fourth class, and such in the second class as have not yet reached their maximum, but have served a sufficient number of years to justify it, should at once have their salaries revised and calculated on the new scale: and, although it is doubtful whether seniority should invariably carry promotion to the first class (from the fact that there are many persons in the Registry, who certainly are deserving of compensative treatment; yet at the same time would not expect to be promoted beyond the £450, nor be altogether fitted to take the direction of a Department): there must unquestionably be a revision of the list. In many cases names must be transposed. Here is an instance in which interests clash or conflict. Men who have served twenty and thirty years, and whom a special clause was inserted in the Act to protect, stand below others who have served only five or six years. A glance at the present list of clerks will suffice to show the cause of all the demoralization and discontent which prevail in the Registry. The morale of the Staff has been thoroughly injured by past mismanagement.

By way of meting out justice to the neglected, without too large an increase of expenditure, persons appointed from the second to the first class should receive the £50 increment, but should not pass from that towards £800 until they have completed twenty-seven years of service, the period it would take to reach £500 by the revised scale supposing them promoted immediately after receiving £450.

Between £5,000 and £6,000 would cover the entire annual cost of such a revision of the salaries, as applied to the salaried staff; but this would rapidly decrease as positions were abolished, and as clerks in the receipt of £800 per annum died, and were succeeded by others at £500.

The abolition of the present Stamp Office copying, and the Registering, with the decreased expenditure which such a step would in every way entail, would not only meet the expense of transferring the present pieceworkers to the Staff, but would effect a saving of some thousands yearly.

The folly of the present "three years average" system of grafting piecework clerks on to the Staff is apparent. It never would have been adopted but to bolster up the wrongdoing that had gone before. A clerk began with a sense of having been wronged. If after twenty years' service he had gone on to the salaried Staff, with the same income he had previously received, he would have been recompensed in a sense for faithful service, by lighter work and shorter hours—not an unreasonable recognition. The clerk who makes £300 is awarded £150, and is placed No. 60 on the fourth class—a hopeless position. The clerk who through a declension of his power makes only £120, is awarded only £120, at which he has to stand for six years; he then advances to £150, and is shelved. If £150 per annum is deducted from the clerk who makes £300, in common decency the one who has declined to £120 should receive £150. If a clerk has been away ill for several months during these three years, it militates against him.

This system says "You have been receiving £300; you must give up £150 yearly and go to the bottom of the list. If a clerk has not much principle; when he goes off and

finds himself under a pack of boys who have been but a year or two in the Registry, he says to himself "You don't catch me putting myself out of the way: I am losing £150 yearly, I shan't do a stroke more than I'm obliged, and I shall just make a convenience of the office and nothing more." Such a clerk might almost as well take a pension of £150 and go, for the miserable example he would set. He would be entitled to upwards of £100. A man entitled to a pension of £100, kept at work indefinitely for £150. Is anything more needed to expose the utter absurdity of this system?

Leaving out of consideration the appointment to the Staff of the Principal Registry, of any District Registrars or Clerks who might be engaged on the work of arranging the Wills and Documents transferred to London, the present Staff compensated for the past by a prospect in the future would be more than equal to the task of proving the Wills of the Nation.

If in every Government office, *pari passu* with Reform, some such work as has been here suggested (the compilation of a National Calendar, which would be a great boon to the legal profession, and the cost of which would be more than met by its sale) were introduced to employ all those hands of whom—but for the introduction of some such expedient—an office would have no further need; and if as clerks retired or died, their positions were allowed to lapse, the Service would, in a few years, show a very considerable reduction in numbers and expenditure. The crying wants of the Service, *fewer hands, more work, and better pay*, would be satisfied, and a fair field of employment opened to the young.

Before concluding, I beg to suggest what to many may at first sight appear a startling innovation; but about the

utility and prudence of which there cannot be a second opinion. It would be well if it were unnecessary, but whilst men continue improvident, whether from negligence or selfishness, it is highly desirable that some provision should be made in case of death for their families.

Some years ago applications were continually being made to the Directors and Clerks of a well known and extensive public company, on behalf of the "widow of this man," "the children of another," "the relatives of a third," who had died in their service, and had left no provision for their families. It became a thing of such common occurrence that at last it amounted to a positive nuisance. The Directors talked the matter over and resolved that for the future, every person in their employ should insure his life, they (the Company), paying half the premium. Now no man grudges a few shillings to a poor woman who is left penniless in these hard and expensive times; but what does it amount to? Sometimes only enough for the funeral: If such a one had £100 or £200 to fall back upon, what a boon it would be; she would be enabled to make a fresh start in life.

Some system of Insurance might be introduced into the Civil Service. If the Government were indisposed to pay any portion of the premium, they might enter into arrangements with some Company, or indeed institute an Insurance Department in the Service, which would relieve many overcrowded Government offices, and whereby Insurances might be effected at the lowest possible cost—a youth can insure for £100 for a very small sum. In no case should a policy be a negotiable security, or the proceeds therefrom anticipated. During a man's lifetime it would be the property of the Government, who would hand the proceeds to the man's widow or representative.

The Government would have but to decide upon such a course, and officials would be provident in spite of themselves.

In the Company alluded to, persons increase their insurances as they advance in position; this might be a matter for after consideration; but in no way could a Civil Servant be wronged by the introduction of such a system.

In conclusion, I can only express a hope that the foregoing pages may be the means of calling the attention of Government to the many evils inseparable from Patronage; and of brightening the future of many a well tried deserving public servant, whose only drawback through life has been his want of a patron.

"The work of the Liberal Party," writes *The Daily News*, "will not be done as long as one injustice remains to be corrected. Delays and disappointments there may be, but the past history of the Party is a pledge that, with union, patience, and perseverance, every wrong will be redressed."

APPENDIX.

PRESENT YEARLY COST OF HER MAJESTY'S COURT OF PROBATE AND THE DISTRICT REGISTRIES THEREOF; (ENGLAND AND WALES).

London, Salaries, including } Judges Salary ... about }	£ 46,000
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{ This amount, or thereabouts
would suffice, if District Regis-
tries and certain departments in
the Principal Registry were
abolished.

District Registrars' and Clerks' } Salaries about }	41,400
---	--------

Expended by Board of Works say } During the nine years, from 1859 to 1867 inclusive, the expenditure gives a yearly average of £13,000; it is pro- bably less now. }	8,000
--	-------

{ The abolition of the District
Registries and the erection of a
new building in London (the
moneys realized by sale of
premises would go a long way
towards this) would in time save
both these amounts.

COPYING DEPARTMENTS.

Stamp Office Copies ... about	2,600
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Registration of Wills of one year about	1,100
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Copies for the Public, &c., about	1,200
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{ These two items would also
be saved, if certain suggestions
were complied with.

	<u>£100,300</u>
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TABLE "A."

Comparison of the Staff of the Prerogative Registry (its Cost, &c.) with that of the Principal Registry of Her Majesty's Court of Probate.

Corresponding Department "under Government."

Department.	No.		Approximate Cost of Dpt.				
			£	s.		£	s.
Registrars.	1	Each of these gentlemen acted in turn as sitting or Court Registrar, as the case might be, and in addition to such duties carried on an extensive practice as a Proctor: In 1857 their united incomes amounted to less than £3,000: Previously to the abolition of discount on certain stamps they received considerably more	3,000		1 Principal Registrar -	7,087	10
	2				2nd ditto -		
	3				3rd ditto -		
Record Keepers and one assistant.	4	The Record Keepers were generally men who after a long career, beginning at the bottom of the ladder, had worked their way up, and merited the easy position it was then considered. The Assistant Clerkship was filled from the piece work ranks; in estimating the cost of this department in the Prerogative Registry, for the purpose of comparing it with that in the Principal Registry, the salaries of the clerk of the Current Wills and his assistant and a portion of the pay of Nos. 10, 11, and 12 should be included, since the work they respectively did, is now done by the Record Keepers' staff.	2,300		4th ditto -		
	5				5 Secretaries		
	6				4 Messengers		
Clerk of the Papers and one assistant.	7	The Clerk of the Papers had previously to being appointed Assistant Clerk of the Papers filled the position of Copying and Registering Clerk. It was the duty of the assistant, in addition to his other duties, by no means light, to wait upon the Registrars.	800		In addition, the Staff of Westminster Hall, (£1550)	6,527	10
	8				2 Record Keepers, 17 Assistants, 2 Messengers, 1 Furnace-man, 4 Supernumeraries.		
	9				Ancient Records Department (Chief and 3 Assistants).		
Scaler.	9	See Table "B." No. 19a.	220		{ Clerk of Papers and 3 Assistants (separate staff for Divorce Registry, see below) }	1,310	
Examiner of Stamp Office Copies and two assistants.	10	This gentleman (No. 10) although 63 years of age was Examiner of Stamp Office Copies; General Superintendent of a Department, in short, did the work which now devolves upon several "Government Officials." The 1st Assistant received a small salary, a gratuity as Stamp Clerk and Copied Stamp work.	600		Scaler and Assistant	570	
	11				{ Inland Revenue Department. Superintendent and 2 Assistants, 4 Examiners & 4 Readers }	2,210	
	12						
Calendar Keeper and one assistant.	13	This gentleman received a salary and certain emoluments. His Assistant received a small salary, and engrossed exemplifications and the calendar.	450		Calendar Keeper and 2 Assistants.	2,125	
	14				Printed Calendar Department. Chief Clerk & 5 Assistants. Work one year and a half in arrear.		

Table "A" continued.

Department.	No.		Approximate Cost of Dept.			£	s.					
Examiner of Engrossed Wills and 1 Assistant.	15	This Examiner was paid a salary out of which he found his Reader.	300		{ 2 Examiners £300 each; and 2 Readers 1 £150 and 1 £200 (present time) Work 4 years in arrears }	950						
	16											
Clerk of Current Wills and 1 Assistant.	17	The Clerk of the Current Wills received a salary and made up his income with piece work (copied the Acts). His Assistant received a small salary and copied. (See remarks, No. 4).	350		{ See Record Keepers' staff. }							
	18											
Book Showers	19	The Book Showers received various fees and emoluments. Their incomes amounted to about £170 each.	340		{ Literary Department Superintendent £270 2 Book Showers at £150 each—300. 1 Messenger, £100; 2 ditto, £77 10s. each }	825						
	20											
No. 1	21	The Heads of the Seats were Proctors, and their positions sinecures (No. 32 excepted, who on the aforesaid abolition of discounts became Working Head.)	5,000		{ 6 Principals of Seats £700 to £800 each. 6 1st Assistant Clerks £350 to £450 each. 6 2nd Assistant ditto £200 to £300 each. 6 3rd Assistant ditto £80 to £150. To these must be added, Superintendent of Searchers £200 to £300; and 12 Assistants, £80 to £150. In the Prerogative Registry the junior clerks did the Searchers. }	10,925						
	22											
	23	In 1857 the 1st Assistant received about £450, the 2nd £300, and the 3rd from £80 to £180. In one Seat where there was considerably less work than in the others, the 1st Assistant received only £170, and the 2nd not much above £100.										
	24											
No. 2	25	The abolition of discounts affected the Seats' Clerks considerably, one of whom had received upwards of £700 per annum.										
	26											
No. 3	27	The Junior Clerkships were frequently filled from the Piece-work Departments; but in 1858 the Seats were monopolized by the relatives and friends of the Judge and Registrars. In 1853 the late Principal Registrar wrote to Mr. Austin, of the Board of Works, "There are four existing Seats, in each Seat there are four clerks; this is, next to the Registrars, the department upon which the efficiency of the office depends." What a parody! The old Seats, including sinecures, cost about	5,000									
	28											
	29	In 1857, fourteen Seats Clerks did all the work connected with the issuing of 8,808 Probate Grants and 3,960 Administrations. In 1859, twenty-seven Seats Clerks and Searchers did about the same amount of work. The grants for that year, including the ten days of January before the Court changed hands, were 8,715 Probates and 4,484 Administrations. In 1871—36 clerks did the work connected with the granting of about 10,000 Probates and rather over 5,000 Administrations.										
	30											
No. 4	31											
	32											
No. 5	33											
	34											
	35											
	36											
	37											

Mr. W. Law, C.R., in his examination before the Civil Service Committee stated that in 1858 the grants issued from the Probate Registry exceeded by 2,000 those of the preceding year—he has evidently been misinformed. In 1857 there were 8,808 Probate and 3,955 Administration Grants. The return for 1858 published in the Blue Book, and confirmed by the evidence of Mr. J. Smith before a Select Committee in April, 1859, gives about the number mentioned by him for that year: 8,298 Probates and 4,341 Administrations, in all 12,739 grants. If there be added the 460 grants for the few days of January preceding the change, that would give only a total of 13,199 for the entire year. All the increase has come since the enlargement of the Seats. It is extremely probable that those people, whoever they be, at whose instigation the Seats were enlarged, would like to be able to show an increase of 2,000 grants the first year, but they cannot. They must fall back upon either the power of clairvoyance or the gift of prevision to justify such an increase of the staff. It is quite true that the work of the office has increased considerably. It is also true that there is much work in the New Registry that was unknown in the Old; but that in either the one case or the other the additional work has been in any way commensurate with the increase of staff and expenditure is utterly untrue, as can be abundantly proved to demonstration. Mr. Law further stated that so far as he knew "The work of the office is well done." Mr. Law can know but little on this point; some of it is done disgracefully and slovenly to a degree; it would shame a national school boy, to say nothing of Government Officials with their hundreds a year.

Table "A" continued.

Department.	No.		Approximate Cost of Dept.				
			£	s.		£	s.
Stamp Clerks.	38	Stamp Office Clerks received in addition to their piece-work pay, gratuities beginning at £5 and increasing to £40.					
	39						
	40	There was no one to look after the interests of this department at the time of the transfer; the gratuities were swept away. The clerks in this department, the Registering and the Copying clerks, were considered as much on the establishment as anybody.			13 Stamp Clerks as against 8 (in the old Registry) and more than double the work		
	41	A Record Keeper in the old Registry had been appointed direct from the Stamp Department.					
	42						
	43						
	44						
Registering Clerks.	45	The Registering Clerks attended at the Assizes if a Will or other document was required to be put in, they also attended at the London Law Courts; the change of occupation was a great boon to clerks so constantly tied to the desk.			7 Registering Clerks. This staff is considerably below its normal strength, and its work upwards of 2 years in arrear.		
	46	A few weeks before the change our hard-working friend the indefatigable and energetic Record Keeper (No. 17a) much to the disgust of the clerks, went a journey, evidently for the purpose of making a precedent which should be instrumental in diverting the journeys and attendances from these clerks to his own Department; he succeeded and thenceforth went many <i>choice journeys</i> himself.					
	47						
	48						
	49						
	50						
	51						
	52						
	53						
	54						
Copying Clerks.	55				7 Copying Clerks (same as in Prerogative Office).		
	56	It was in the Copying Department (where office copies of Wills were made for the public) that most of the clerks commenced life. The hardest working men in the Registry at the present time—the men but for whom the office would long ago have gone to the dogs; it is going pretty fast that way now—were formerly Copying Clerks. The treatment that many of these old clerks have received is therefore clearly an outrage upon justice and decency and calls loudly for reprobation. The Act has not been complied with.					
	57						
	58						
	59						
	60						
	61						
	62						
	63						
	64						
	65						
	66	1 porter, about		80	Departments created since the Office has belonged to Government. Clerk of Divorce Department and 4 Assistants, £1,460. Chief of Correspondence Department and 3 Assistants, 1,385 Chief of Personal Application Department and 3 Assistants, 1,570 Chief of District Accounts Department and 5 Assistants £1,225. 3 Probate Examiners and 3 readers, £1,105. Receiver and Assistant, £280. WESTMINSTER: Chief Clerk, Secretary, 2 Clerks, 2 Messengers, £1,550. Bookbinder, £100.		8,675
Total.....			£13,440		Total.....	£41,205	

It will be for a Commission of Inquiry to determine to what extent this enormously increased expenditure has been justified by the extra work entailed by the Supervisory Control which the Principal Registry exercises over the District Registries.

The District Registries cost annually, in salaries, about £41,000, and issue about 18,000 Probates, and between 6,000 and 7,000 Administrations. The Principal Registry costs annually, in salaries, about £41,000, and issues about 10,000 Probates, and rather over 5,000 Administrations.

If it can be shown that every Grant issued in the country entails a large amount of work in London, then (since these are not days when the Nation can afford to pay twice for work), we have an additional argument in favour of the abolition of District Registries and the *personnel* of the London Probate Registry would in the future bear a still greater reduction.

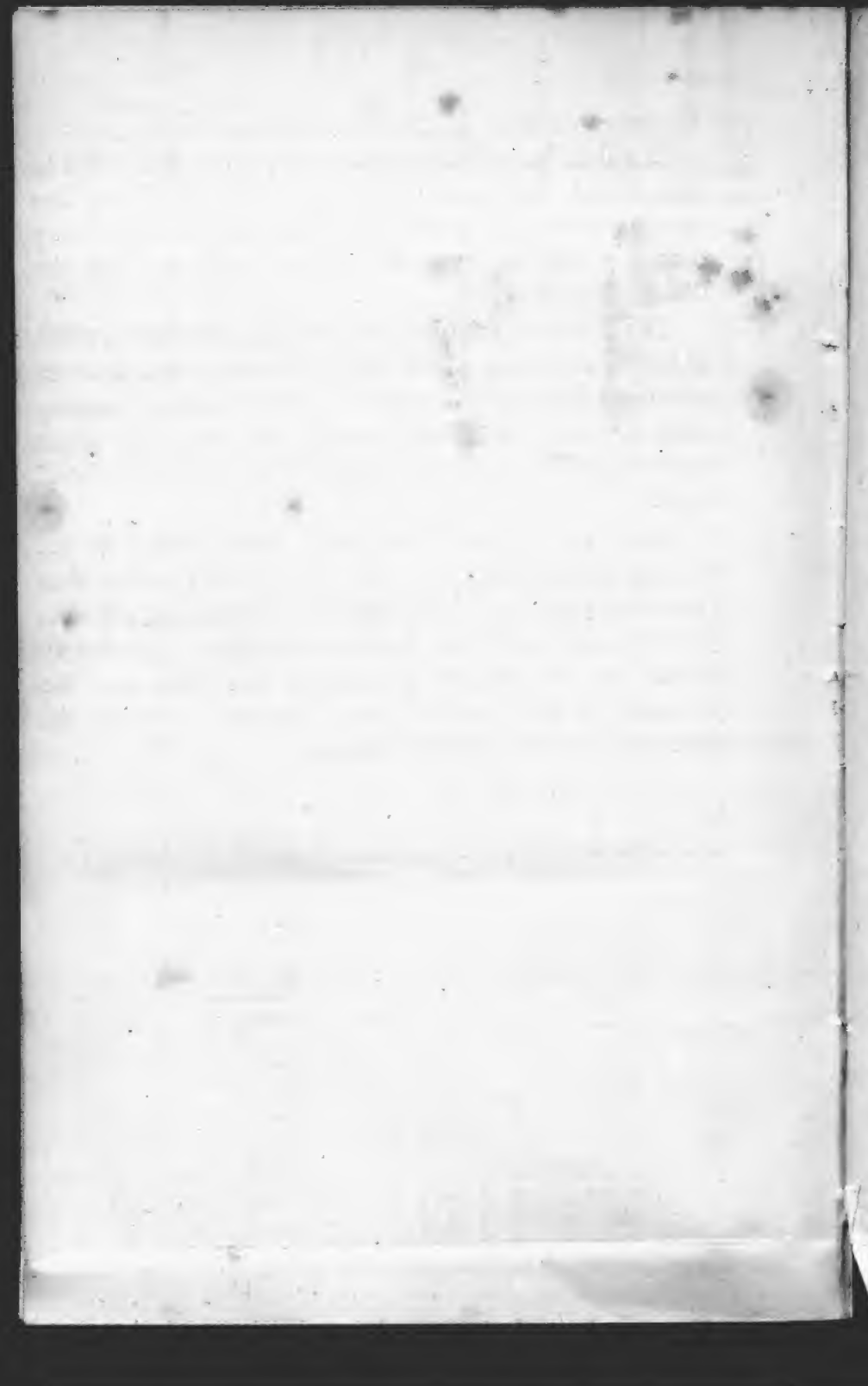


TABLE "B."

RETURN of all persons who have been appointed to any Office or Employment in the Principal Registry of Her Majesty's Court of Probate since 1858, together with the Salaries, Emoluments, and Payments awarded yearly to such persons from that date down to the present time.

Nos. 1, 2, 3, 4, &c., represent persons at present holding Office; 4a, 9a, 9b, &c., represent deceased or Superannuated Officials.

(A).—Compensation awarded to Proctors and Officers of the Prerogative Registry, being like the Judge's Salary, paid out of the Consolidated Fund, are not included in the Salary List.

(B).—The Numbers, Pay, &c., of all persons transferred by Probate Act from the Registry of the Prerogative Court of Canterbury are distinguished by an Asterisk prefixed.

Department.	No.	Date of Entrance.	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.	1869.	1870.	1871.	1872.	1873.	£	s.	REMARKS, COINCIDENCES, &c.*
Registrars.	1	1858	£ 1,500 as Registrar, and £460 18s. 7d. as compensation.	1900 10 7	...	...	...	...	...	...	...	...	...	...	...	...	January, 1869 0 0 460 18 7	2000 10 7	(A) 1800	0	Brother of No. 58; Husband of Cousin of No. 3; Uncle of Nos. 8 and 65.
	2	1858	1,500 60s 3s. as compensation.	2,000 3	...	...	...	...	...	...	...	...	...	...	...	...	2000 10 7	...	(A) 1500	0	Brother of No. 63; Uncle of Nos. 7 and 82.
	3	1858	1,000	...	...	...	...	...	...	...	...	...	...	...	...	...	1800	...	1500	0	Cousin of the Wife of No. 1.
	4	1858	January, 900	450	...	...	...	...	...	...	...	...	...	Registrar of about 900	...	...	1000	...	1000	0	Nephew of late Principal Registrar; Brother of Nos. 8a and 90.
Registrars' Secretaries.	4a	1858	January, 1,500. August, 1,000	1,500	...	...	...	...	...	...	...	...	...	...	...	...	Retiring Pension 680	...	...	...	Uncle of Nos. 4, 9a, 30, 36a, and 82.
	5	1858	150	300	...	...	...	...	...	...	...	...	...	...	...	...	...	...	300	0	Nephew of a former Patron. This Gentleman began flourishing; has received no promotion since 1859.
	6	1858	100	150	...	300	...	...	...	...	...	...	...	...	...	...	...	...	300	0	Clerk to late Principal Registrar's Brother.
	7	1858	80	100	...	...	150	...	...	...	300	...	...	...	...	...	...	...	300	0	Nephew of Nos. 2 and 63.
	8	1858	80	100	...	...	150	200	...	...	...	210	220	230	240	250	260	270	270	0	Nephew of Nos. 1 and 58; Cousin of No. 65.
	9	1858	...	...	...	...	...	...	...	100	100	110	120	130	140	150	200	210	210	0	Eldest Son of The Hon. ——— and married daughter of Sir ———; Brother of 36c.
	9a	1858	150	300	...	Resigned November, 1861.	...	...	...	...	...	...	...	...	...	...	...	...	...	...	Nephew of late Principal Registrar; Brother of Nos. 4 and 30.
	9b	1858	150	300	...	...	...	...	...	...	Resigned	...	...	...	...	...	...	...	...	...	...
	10	1858	450	...	...	...	...	...	...	0	...	...	...	...	...	...	...	...	600	0	Second Clerk to a former Patron.
Chief Clerk.	11	1872	...	...	...	...	...	...	...	...	...	...	...	...	...	...	300	...	300	0	
Secretary.	12	1867	...	...	...	...	...	...	...	...	...	250	...	...	...	...	...	...	250	0	
Clerk.	13	1868	150	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	150	0	
Usher.	14	1858	Messenger Principal Registry 80	...	...	...	...	...	...	85	87 10s.	100	103 10s.	105	107 10s.	...	Usher, Westminster 150	...	150	0	
Door Keeper.	15	1873	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	100	100	0	
Secretary to, Sir C. Crosswell.	15a	1858	300	...	Died	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	Related to a former Patron.
Secretary to Lord Penzance.	15b	1863	...	...	...	...	...	300	...	...	...	...	...	...	...	...	Resigned Nov. 1872	...	...	...	Brother of a late Patron.
Secretary to Sir C. Crosswell.	15c	1860	...	...	300	...	...	Resigned	...	...	...	...	...	...	...	...	...	...	...	...
Usher.	15d	1868	150	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...
Door Keeper.	15e	1868	100	...	...	...	...	...	...	...	...	...	...	...	...	...	Died Dec. 1871	...	...	...
Asst. Clerk at Westminster	15f	1868	1250	...	...	...	...	...	...	...	...	...	...	...	...	...	Died Dec. 1872	...	...	...
Carried forward																			48,230	0	* These can only be coincidences, from the simple fact that the Patronage has always rested in the Judge for the time being, and not in the Registrar, who may at times have been called upon to recommend it and proper persons for promotion, but nothing more; nevertheless, he would be a clever person that should succeed in convincing these disappointed clerks, who perhaps view past promotions with a jaundiced eye, that consequently has been an idle Agent in the matter.

TABLE "B."—CONTINUED.

Depart- ment.	No.	Date of Entrance.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.	1909.	1910.	1911.	1912.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	1927.	1928.	1929.	1930.	1931.	1932.	1933.	1934.	1935.	1936.	1937.	1938.	1939.	1940.	1941.	1942.	1943.	1944.	1945.	1946.	1947.	1948.	1949.	1950.	1951.	1952.	1953.	1954.	1955.	1956.	1957.	1958.	1959.	1960.	1961.	1962.	1963.	1964.	1965.	1966.	1967.	1968.	1969.	1970.	1971.	1972.	1973.	1974.	1975.	1976.	1977.	1978.	1979.	1980.	1981.	1982.	1983.	1984.	1985.	1986.	1987.	1988.	1989.	1990.	1991.	1992.	1993.	1994.	1995.	1996.	1997.	1998.	1999.	2000.	2001.	2002.	2003.	2004.	2005.	2006.	2007.	2008.	2009.	2010.	2011.	2012.	2013.	2014.	2015.	2016.	2017.	2018.	2019.	2020.	2021.	2022.	2023.	2024.	2025.	2026.	2027.	2028.	2029.	2030.	2031.	2032.	2033.	2034.	2035.	2036.	2037.	2038.	2039.	2040.	2041.	2042.	2043.	2044.	2045.	2046.	2047.	2048.	2049.	2050.	2051.	2052.	2053.	2054.	2055.	2056.	2057.	2058.	2059.	2060.	2061.	2062.	2063.	2064.	2065.	2066.	2067.	2068.	2069.	2070.	2071.	2072.	2073.	2074.	2075.	2076.	2077.	2078.	2079.	2080.	2081.	2082.	2083.	2084.	2085.	2086.	2087.	2088.	2089.	2090.	2091.	2092.	2093.	2094.	2095.	2096.	2097.	2098.	2099.	2100.	2101.	2102.	2103.	2104.	2105.	2106.	2107.	2108.	2109.	2110.	2111.	2112.	2113.	2114.	2115.	2116.	2117.	2118.	2119.	2120.	2121.	2122.	2123.	2124.	2125.	2126.	2127.	2128.	2129.	2130.	2131.	2132.	2133.	2134.	2135.	2136.	2137.	2138.	2139.	2140.	2141.	2142.	2143.	2144.	2145.	2146.	2147.	2148.	2149.	2150.	2151.	2152.	2153.	2154.	2155.	2156.	2157.	2158.	2159.	2160.	2161.	2162.	2163.	2164.	2165.	2166.	2167.	2168.	2169.	2170.	2171.	2172.	2173.	2174.	2175.	2176.	2177.	2178.	2179.	2180.	2181.	2182.	2183.	2184.	2185.	2186.	2187.	2188.	2189.	2190.	2191.	2192.	2193.	2194.	2195.	2196.	2197.	2198.	2199.	2200.	2201.	2202.	2203.	2204.	2205.	2206.	2207.	2208.	2209.	2210.	2211.	2212.	2213.	2214.	2215.	2216.	2217.	2218.	2219.	2220.	2221.	2222.	2223.	2224.	2225.	2226.	2227.	2228.	2229.	2230.	2231.	2232.	2233.	2234.	2235.	2236.	2237.	2238.	2239.	2240.	2241.	2242.	2243.	2244.	2245.	2246.	2247.	2248.	2249.	2250.	2251.	2252.	2253.	2254.	2255.	2256.	2257.	2258.	2259.	2260.	2261.	2262.	2263.	2264.	2265.	2266.	2267.	2268.	2269.	2270.	2271.	2272.	2273.	2274.	2275.	2276.	2277.	2278.	2279.	2280.	2281.	2282.	2283.	2284.	2285.	2286.	2287.	2288.	2289.	2290.	2291.	2292.	2293.	2294.	2295.	2296.	2297.	2298.	2299.	2300.	2301.	2302.	2303.	2304.	2305.	2306.	2307.	2308.	2309.	2310.	2311.	2312.	2313.	2314.	2315.	2316.	2317.	2318.	2319.	2320.	2321.	2322.	2323.	2324.	2325.	2326.	2327.	2328.	2329.	2330.	2331.	2332.	2333.	2334.	2335.	2336.	2337.	2338.	2339.	2340.	2341.	2342.	2343.	2344.	2345.	2346.	2347.	2348.	2349.	2350.	2351.	2352.	2353.	2354.	2355.	2356.	2357.	2358.	2359.	2360.	2361.	2362.	2363.	2364.	2365.	2366.	2367.	2368.	2369.	2370.	2371.	2372.	2373.	2374.	2375.	2376.	2377.	2378.	2379.	2380.	2381.	2382.	2383.	2384.	2385.	2386.	2387.	2388.	2389.	2390.	2391.	2392.	2393.	2394.	2395.	2396.	2397.	2398.	2399.	2400.	2401.	2402.	2403.	2404.	2405.	2406.	2407.	2408.	2409.	2410.	2411.	2412.	2413.	2414.	2415.	2416.	2417.	2418.	2419.	2420.	2421.	2422.	2423.	2424.	2425.	2426.	2427.	2428.	2429.	2430.	2431.	2432.	2433.	2434.	2435.	2436.	2437.	2438.	2439.	2440.	2441.	2442.	2443.	2444.	2445.	2446.	2447.	2448.	2449.	2450.	2451.	2452.	2453.	2454.	2455.	2456.	2457.	2458.	2459.	2460.	2461.	2462.	2463.	2464.	2465.	2466.	2467.	2468.	2469.	2470.	2471.	2472.	2473.	2474.	2475.	2476.	2477.	2478.	2479.	2480.	2481.	2482.	2483.	2484.	2485.	2486.	2487.	2488.	2489.	2490.	2491.	2492.	2493.	2494.	2495.	2496.	2497.	2498.	2499.	2500.	2501.	2502.	2503.	2504.	2505.	2506.	2507.	2508.	2509.	2510.	2511.	2512.	2513.	2514.	2515.	2516.	2517.	2518.	2519.	2520.	2521.	2522.	2523.	2524.	2525.	2526.	2527.	2528.	2529.	2530.	2531.	2532.	2533.	2534.	2535.	2536.	2537.	2538.	2539.	2540.	2541.	2542.	2543.	2544.	2545.	2546.	2547.	2548.	2549.	2550.	2551.	2552.	2553.	2554.	2555.	2556.	2557.	2558.	2559.	2560.	2561.	2562.	2563.	2564.	2565.	2566.	2567.	2568.	2569.	2570.	2571.	2572.	2573.	2574.	2575.	2576.	2577.	2578.	2579.	2580.	2581.	2582.	2583.	2584.	2585.	2586.	2587.	2588.	2589.	2590.	2591.	2592.	2593.	2594.	2595.	2596.	2597.	2598.	2599.	2600.	2601.	2602.	2603.	2604.	2605.	2606.	2607.	2608.	2609.	2610.	2611.	2612.	2613.	2614.	2615.	2616.	2617.	2618.	2619.	2620.	2621.	2622.	2623.	2624.	2625.	2626.	2627.	2628.	2629.	2630.	2631.	2632.	2633.	2634.	2635.	2636.	2637.	2638.	2639.	2640.	2641.	2642.	2643.	2644.	2645.	2646.	2647.	2648.	2649.	2650.	2651.	2652.	2653.	2654.	2655.	2656.	2657.	2658.	2659.	2660.	2661.	2662.	2663.	2664.	2665.	2666.	2667.	2668.	2669.	2670.	2671.	2672.	2673.	2674.	2675.	2676.	2677.	2678.	2679.	2680.	2681.	2682.	2683.	2684.	2685.	2686.	2687.	2688.	2689.	2690.	2691.	2692.	2693.	2694.	2695.	2696.	2697.	2698.	2699.	2700.	2701.	2702.	2703.	2704.	2705.	2706.	2707.	2708.	2709.	2710.	2711.	2712.	2713.	2714.	2715.	2716.	2717.	2718.	2719.	2720.	2721.	2722.	2723.	2724.	2725.	2726.	2727.	2728.	2729.	2730.	2731.	2732.	2733.	2734.	2735.	2736.	2737.	2738.	2739.	2740.	2741.	2742.	2743.	2744.	2745.	2746.	2747.	2748.	2749.	2750.	2751.	2752.	2753.	2754.	2755.	2756.	2757.	2758.	2759.	2760.	2761.	2762.	2763.	2764.	2765.	2766.	2767.	2768.	2769.	2770.	2771.	2772.	2773.	2774.	2775.	2776.	2777.	2778.	2779.	2780.	2781.	2782.	2783.	2784.	2785.	2786.	2787.	2788.	2789.	2790.	2791.	2792.	2793.	2794.	2795.	2796.	2797.	2798.	2799.	2800.	2801.	2802.	2803.	2804.	2805.	2806.	2807.	2808.	2809.	2810.	2811.	2812.	2813.	2814.	2815.	2816.	2817.	2818.	2819.	2820.	2821.	2822.	2823.	2824.	2825.	2826.	2827.	2828.	2829.	2830.	2831.	2832.	2833.	2834.	2835.	2836.	2837.	2838.	2839.	2840.	2841.	2842.	2843.	2844.	2845.	2846.	2847.	2848.	2849.	2850.	2851.	2852.	2853.	2854.	2855.	2856.	2857.	2858.	2859.	2860.	2861.	2862.	2863.	2864.	2865.	2866.	2867.	2868.	2869.	2870.	2871.	2872.	2873.	2874.	2875.	2876.	2877.	2878.	2879.	2880.	2881.	2882.	2883.	2884.	2885.	2886.	2887.	2888.	2889.	2890.	2891.	2892.	2893.	2894.	2895.	2896.	2897.	2898.	2899.	2900.	2901.	2902.	2903.	2904.	2905.	2906.	2907.	2908.	2909.	2910.	2911.	2912.	2913.	2914.	2915.	2916.	2917.	2918.	2919.	2920.	2921.	2922.	2923.	2924.	2925.	2926.	2927.	2928.	2929.	2930.	2931.	2932.	2933.	2934.	2935.	2936.	2937.	2938.	2939.	2940.	2941.	2942.	2943.	2944.	2945.	2946.	2947.	2948.	2949.	2950.	2951.	2952.	2953.	2954.	2955.	2956.	2957.	2958.	2959.	2960.	2961.	2962.	2963.	2964.	2965.	2966.	2967.	2968.	2969.	2970.	2971.	2972.	2973.	2974.	2975.	2976.	2977.	2978.	2979.	2980.	2981.	2982.	2983.	2984.	2985.	2986.	2987.	2988.	2989.	2990.	2991.	2992.	2993.	2994.	2995.	2996.	2997.	2998.	2999.	3000.	3001.	3002.	3003.	3004.	3005.	3006.	3007.	3008.	3009.	3010.	3011.	3012.	3013.	3014.	3015.	3016.	3017.	3018.	3019.	3020.	3021.	3022.	3023.	3024.	3025.	3026.	3027.	3028.	3029.	3030.	3031.	3032.	3033.	3034.	3035.	3036.	3037.	3038.	3039.	3040.	3041.	3042.	3043.	3044.	3045.	3046.	3047.	3048.	3049.	3050.	3051.	3052.	3053.	3054.	3055.	3056.	3057.	3058.	3059.	3060.	3061.	3062.	3063.	3064.	3065.	3066.	3067.	3068.	3069.	3070.	3071.	3072.	3073.	3074.	3075.	3076.	3077.	3078.	3079.	3080.	3081.	3082.	3083.	3084.	3085.	3086.	3087.	3088.	3089.	3090.	3091.	3092.	3093.	3094.	3095.	3096.	3097.	3098.	3099.	3100.	3101.	3102.	3103.	3104.	3105.	3106.	3107.	3108.	3109.	3110.	3111.	3112.	3113.	3114.	3115.	3116.	3117.	3118.	3119.	3120.	3121.	3122.	3123.	3124.	3125.	3126.	3127.	3128.	3129.	3130.	3131.	3132.	3133.	3134.	3135.	3136.	3137.	3138.	3139.	3140.	3141.	3142.	3143.	3144.	3145.	3146.	3147.	3148.	3149.	3150.	3151.	3152.	3153.	3154.	3155.	3156.	3157.	3158.	3159.	3160.	3161.	3162.	3163.	3164.	3165.	3166.	3167.	3168.	3169.	3170.	3171.	3172.	3173.	3174.	3175.	3176.	3177.	3178.	3179.	3180.	3181.	3182.	3183.	3184.	3185.	3186.	3187.	3188.	3189.	3190.	3191.	3192.	3193.	3194.	3195.	3196.	3197.	3198.	3199.	3200.	3201.	3202.	3203.	3204.	3205.	3206.	3207.	3208.	3209.	3210.	3211.	3212.	3213.	3214.	3215.	3216.	3217.	3218.	3219.	3220.	3221.	3222.	3223.	3224.	3225.	3226.	3227.	3228.	3229.	3230.	3231.	3232.	3233.	3234.	3235.	3236.	3237.	3238.	3239.	3240.	3241.	3242.	3243.	3244.	3245.	3246.	3247.	3248.	3249.	3250.	3251.	3252.	3253.	3254.	3255.	3256.	3257.	3258.	3259.	3260.	3261.	3262.	3263.	3264.	3265.	3266.	3267.	3268.	3269.	3270.	3271
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TABLE "B."—CONTINUED.

Depart- ment.	No.	Date of Entrance.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.	1869.	1870.	1871.	1872.	1873.	£	s.	REMARKS, COINCIDENCES, &c.
Record Keepers' Staff.	304	1862	...	...	...	...	Super- numerary. 100	...	...	...	Appointed to Staff. 100	110	120	130	140	150	Brought forward	13,700	0	
	361	1864	...	...	...	...	...	90	100	...	110	120	Resigned.	...	...	...	...	...	...	Nephew of late Principal Registrar.
	305	1858	100	...	...	...	150	...	200	200	210	220	230	240	250	260	270 Died May.	...	...	Brother-in-law of No. 37; succeeded by No. 23 (sen- iors his senior).
Calendar Keeper's Staff.	*37	1828	400	...	...	...	...	...	...	...	...	...	...	...	...	...	...	400	0	Brother-in-law of No. 36.
	*38	1853	Stamp Clerk	...	...	...	...	...	...	...	...	Appointed to Salaried Staff 115	...	...	...	...	...	115	0	
	Vacant	30	...	...	...	...	...	...	...	...	...	...	...	...	...	...	...	100	0	
Correspondence Depart.	*30a	1843	150	...	...	...	...	...	...	...	...	...	...	...	...	Died March	...	...	...
	30b	1850	...	100	...	...	...	...	...	Died Dec.	...	...	...	...	...	...	...	...	...
	30c	1858	...	...	...	...	...	...	...	...	...	...	90	Resigned	...	...	...	...	...	Brother of No. 8.
Book Showers	*40	1845	700 0 0 450 10 7	...	(A) 1100 19 7	...	...	...	...	...	...	...	...	...	...	...	...	700	0	Uncle of No. 42.
	41	1859	150	...	...	...	250	...	...	...	...	...	...	350	365	380	395	395	0	Interest!
	42	1862	...	...	...	...	90	100	150	...	...	...	...	...	...	...	...	150	0	Nephew of No. 40.
No. 1	43	1866	...	...	...	...	...	...	...	...	80	85	90	100	110	120	130	140	0	
	43a	1859	80	150	...	...	250	...	...	...	...	200	270	280	290	Appointed Registrar of 1870—1890 per Annum	...	...	...	Connected by marriage with the Family of No. 2.
	*44	1855	Stamp Clerk	...	...	...	...	...	...	150	...	...	...	...	...	...	...	150	0	
No. 2	45	1859	Messenger. 50	80	...	...	100	...	150	...	...	...	...	...	...	...	...	150	0	Formerly Clerk to Mr. Baron ———.
	*46	1840	January 250 February 450	...	...	...	...	...	...	...	...	...	...	...	700	725	750	750	0	
	47	1868	...	...	...	...	...	...	...	100	85	90	100	200	210 November 350	365	380	380	0	One of Lord Penzance's Nominees.
No. 3	48	1869	...	...	...	...	...	...	...	...	...	...	80	85	200	210	220	220	0	Related to a Member of H.M.'s Ministry; a Friend of Lord Penzance.
	49	1871	...	...	...	...	...	...	...	...	...	...	...	...	50	55	90	90	0	
	*50	1839	450 February 700	...	...	...	...	...	...	...	725	750	775	800	...	...	...	800	0	
No. 4	*51	1855	250	450	...	...	...	...	...	...	...	...	...	...	...	...	...	450	0	
	52	1863	...	...	...	...	150	...	...	...	200	210	220	230	240	250	260	260	0	Nephew of late Principal Registrar.
	53	1869	...	...	...	...	...	...	...	...	...	...	80	85	90	100	110	110	0	Related to a Member of the Upper House.
No. 5	*54	1840	450	...	...	...	...	...	...	...	...	...	...	...	700	725	750	750	0	Son of No. 604 ("one of the promoters" in 1858); Brother of No. 57, raised from £150 to £450 in 1868. Nephew of No. 116.
	55	1859	...	150	...	...	250	...	...	...	290	270	280	290	300 November 350	365	380	380	0	
	56	1859	...	150	...	...	250	...	...	...	...	...	290	270	280	290	300	300	0	
No. 6	57	1859	...	80	100	...	150	...	...	...	...	...	...	...	...	...	...	150	0	Cousin of No. 5, who is Nephew of No. 2.
	58	1838	300	450	...	...	...	...	...	...	...	...	...	...	700	725	750	750	0	Brother of No. 1, and Uncle of Nos. 5 and 55.
	59	1838	150	250	...	...	...	...	...	...	280	270	280	290	300	365	380	380	0	Formerly Clerk to a Firm of Proctors of which No. 1 was a Member.
No. 7	60	1862	...	...	...	...	100	150	...	...	...	...	200	210	220	230	240	240	0	Nephew of Lord ———.
	61	1871	...	...	...	...	...	...	...	...	...	...	...	...	80	85	90	90	0	Related to Lord ———.
	*62	1841	450	700	...	...	...	...	...	...	725	750	775	800	...	...	...	800	0	Son of No. 13a.
No. 8	63	1858	300	450	...	...	...	...	...	...	...	...	...	...	...	...	...	450	0	Brother of No. 2; Uncle of Nos. 7 and 82.
	64	1859	...	80	...	...	100	150	...	...	...	...	...	...	200	210	220	220	0	
	65	1862	...	...	...	...	100	150	...	...	...	...	...	...	...	...	...	150	0	Nephew of Nos. 1 and 59; Cousin of No. 2.
Carried forward																		23,830	0	

TABLE "B."—CONTINUED.

Depart- ment.	No.	Date of Entrance	1855.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.	1869.	1870.	1871.	1872.	1873.	£	s.	REMARKS, COINCIDENCES, &c.		
SEATS DEPARTMENT.			£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£					
	No. 0	*66	1837	450	...	...	...	700	...	...	...	735	750	775	800	...	...	...	Brought forward	23,880	0	
		67	1838	150	250	...	...	...	...	...	...	...	...	350	365	390	395	410	410	0		
		68	1839	...	100	...	...	150	...	...	...	...	...	...	...	200	210	220	220	0		Son of the Vicar of the Parish where the Lady and Daughters of a former Patron lived.
		69	1847	...	...	...	...	...	...	...	...	80	85	90	100	110	120	130	130	0		
	No. 1 Seat	*66a	1821	700	...	...	...	...	...	...	725	750	775	800	Resigned. 535 Gs. 8d.	...	...	...	...	...
	No. 3 Seat	*66b	1820	700	...	...	...	...	...	...	725	750	775	800	Resigned 533 Gs. 8d.	...	...	...	...	...	One of our organizers in 1857-8; Father of Nos. 54 and 87.	
	No. 4 Seat	*66c	1814 Chief Clerk of Seat 1839 Retired 1850	Renappointed 450	700	...	...	...	...	...	...	725	750	775	800	Resigned 533 Gs. 8d.	...	...	...	...	...
	No. 6 Seat	*66d	1831	700	...	...	...	Died	...	...	...	...	...	...	...	...	...	...	...	...	...
	1st Clerk No. 6 Seat	*60a	1855	250	...	...	...	250	450	...	...	...	...	...	Appointed Registrar of Durham 500	...	...	...	...	...	...
No. 2 Seat	69f	1858	150	250	...	...	...	...	...	...	Registrar of Ipswich, 500	...	...	...	...	...	...	...	...	...
Clerk of Papers Department.		69g	1852	...	...	...	150	Resigned	...	...	...	...	...	...	...	...	...	...	...	...	...
		69h	1859	...	150	...	...	Resigned	...	...	...	...	...	...	...	...	...	...	...	...	...
		69i	1860	...	80	...	150	Resigned	...	...	...	...	...	...	...	...	...	...	...	...	...	Member of the N—— family.
		*70	1833	350 and House	...	...	...	...	...	400 and House	...	...	...	...	500 without House	520	540	560	580	580	0	
		*71	1825	300	...	...	...	...	...	...	...	...	...	...	...	...	...	350	350	0		
		72	1858	80	100	...	150	...	...	...	...	...	...	...	200	210	220	230	230	0		
		73	1862	...	...	...	80	...	...	100	...	110	120	130	140	150	...	...	150	0		
		73a	1863	...	...	...	...	Super numerary, 100	...	...	300	...	...	350	365	380	Appointed Registrar of 700 and fees	about 800	...	...	...
		73b	1865	...	...	...	80 March 100	...	...	...	...	110	120	130	140	150	Died 15th October	...	...	...	...	Son of Mr. Justice ——'s Clerk.
		74	1859	200	300	...	...	...	...	...	400 Classifica- tion Scheme 500	...	520	540	560	580	600	...	...	600	0	Father of No. 91.
Divorce Department		75	1859	...	150	...	500	...	...	...	...	...	...	...	...	...	350	365	365	0		
		76	1862	...	...	...	80	100	...	150	...	...	...	...	...	...	...	...	150	0		
		77	1862	...	...	...	100	...	...	150	...	...	...	...	...	...	...	...	150	0		
		78	1872	...	...	...	...	...	...	...	...	...	...	...	...	...	90	95	95	0		
		78a	1853	350	450	...	...	...	...	...	Died 30th Jan.	...	...	...	...	...	...	...	...	...	Formerly Clerk to the Registrar who assisted in the Reorganization of the Registry.	
		78b	1853	100	120	150	...	...	...	...	13th Febr., 300 Classifica- tion Scheme 350	365	390	395	410	425	440	450 Dismissed	...	...	Brother of No. 1295.	
		78c	1860	...	...	100	...	...	...	150	...	...	...	...	...	...	...	...	...	...	...
		79	1858	300 Compensa- tion as Proctor, £293 14s. 9d.	£293 14s. 9d.	Personal application 600 and £293 14s. 9d.	£293 14s. 9d.	Resigned (A)	000	0		
		80	1859	Jan. £150 Feb. £250	250	250	...	450	450	0		
		81	1859	...	150	250	280	270	280	290	300	300	0		
Personal Application Depart.		82	1867	...	...	...	...	...	...	...	80	85	90	100	110	120	130	130	0		Nephew of Nos. 2 and 63, and Cousin of No. 7.	
																	Carried forward	...	29,530	0			

TABLE "B."—CONTINUED.

Department.	No.	Date of Entrance	1858.	1859.	1860.	1861.	1862.	1863.	1864.	1865.	1866.	1867.	1868.	1869.	1870.	1871.	1872.	1873.	£	s.	REMARKS, COINCIDENCES, &c.
			£	£	£	£	£	£	£	£	£	£	£	£	£	£	£	£			
Ancient Records	83	1858	Registering Clerk 14th April 1860				300				350	400	450						29,530	0	
	84	1863					100				150								480	0	Friend of No. 17s.
	85	1860									100	110	120	130	140	150			150	0	
Printed Calendar	86	1869												80	85	90	100	110	110	0	
	*87	1863	280					350				365	380	395	410	425	440	450	450	0	Son of No. 89s and brother of No. 54.
	88	1869	180				260			300	350	365	380	395	410	425	440	450	450	0	Son of No. 10, Brother of No. 92, and Nephew of No. 13s
	*89	1848	Stamp Clerk		150												200	210	210	0	
	*90	1851	Stamp Clerk										130						150	0	
	91	1860												80	85	90	100	110	110	0	
	92	1871														80	85	90	90	0	Nephew of the late Bishop of W—
	*92s	1842	180										Died								
	93s	1861				100				150								Resigned— compensated			Nephew of a late Patron, by whose death his prospects were ruined.
	92s	1868	100	150			200			250		260	270	280	290	300					
	*93	1840	200				300			350	365	380	395	410	425	440	450	450	450	0	
										from April Classification Scheme											
District Agents, Depart.	*94	1842	150			200						210	220	230	240	250	260	270	270	0	Son of No. 19 and Brother of No. 103.
	95	1838	150							200		210	220	230	240	250	260	270	270	0	Intimate Friend of late Principal Registrar.
	96	1865								80	100	110	120	130	140	150			150	0	
Literary Depart.	97	1873														90	95	95	0		
	98	1850			Supernum- ary Clerk 100		Appointed to Staff 80			Jan. £180 May £200		210	220	230	240	250	260	270	270	0	Son of No. 17s, and Brother of No. 100.
	98s	1858	250				300										Appointed Registrar of — 400				
Rec. & Asst. Literary Depart.	*99	1850	Stamp Clerk									130							130	0	
	100	1862					100			150									150	0	
	*100s	1844	Stamp Clerk		150												June 200 Died July				
	*101	1831	350									305	380	395	410	425	440	450	450	0	Fifty-two years' service.
	*102	1819 Left Office, re-ap- pointed 1833	140 April 200	200								210	220	230	240	250	260	270	270	0	
	*103	1857	Copying Clerk	100			150												150	0	Son of No. 19; Brother of No. 94.
Examiner	*104	1849	Stamp Clerk					150										200	200	0	
Reader	105	1859		Registering Clerk													July 110		110	0	
Examiner	*106	1845	Stamp Clerk April 160	150									200	210	220	230	240	250	250	0	
Reader	107	1833	Registering Clerk					Subsequently Stamp Office Clerk										Salaried Staff 180	150	0	
Examiner	*108	1848	Stamp Clerk			130		150									200	210	210	0	
Reader	109	1868										80	85	90	100	110	120	130	130	0	Son of No. 17s; Brother of No. 94.
Acting as Examiner	110	1869		150															150	0	
Reader	111	1869	Copying Clerk					Subsequently Stamp Office Clerk									Salaried Staff 180	150	150	0	
Carried forward																			£	s.	35,535 0

TABLE "B."—CONTINUED.

Depart- ment.	No.	Date of Entrance.	1868.	1869.	1870.	1871.	1872.	1873.	1874.	1875.	1876.	1877.	1878.	1879.	1880.	1881.	1882.	1883.	1884.	1885.	1886.	1887.	1888.	1889.	1890.	1891.	1892.	1893.	1894.	1895.	1896.	1897.	1898.	1899.	1900.	1901.	1902.	1903.	1904.	1905.	1906.	1907.	1908.	1909.	1910.	1911.	1912.	1913.	1914.	1915.	1916.	1917.	1918.	1919.	1920.	1921.	1922.	1923.	1924.	1925.	1926.	1927.	1928.	1929.	1930.	1931.	1932.	1933.	1934.	1935.	1936.	1937.	1938.	1939.	1940.	1941.	1942.	1943.	1944.	1945.	1946.	1947.	1948.	1949.	1950.	1951.	1952.	1953.	1954.	1955.	1956.	1957.	1958.	1959.	1960.	1961.	1962.	1963.	1964.	1965.	1966.	1967.	1968.	1969.	1970.	1971.	1972.	1973.	1974.	1975.	1976.	1977.	1978.	1979.	1980.	1981.	1982.	1983.	1984.	1985.	1986.	1987.	1988.	1989.	1990.	1991.	1992.	1993.	1994.	1995.	1996.	1997.	1998.	1999.	2000.	2001.	2002.	2003.	2004.	2005.	2006.	2007.	2008.	2009.	2010.	2011.	2012.	2013.	2014.	2015.	2016.	2017.	2018.	2019.	2020.	2021.	2022.	2023.	2024.	2025.	2026.	2027.	2028.	2029.	2030.	2031.	2032.	2033.	2034.	2035.	2036.	2037.	2038.	2039.	2040.	2041.	2042.	2043.	2044.	2045.	2046.	2047.	2048.	2049.	2050.	2051.	2052.	2053.	2054.	2055.	2056.	2057.	2058.	2059.	2060.	2061.	2062.	2063.	2064.	2065.	2066.	2067.	2068.	2069.	2070.	2071.	2072.	2073.	2074.	2075.	2076.	2077.	2078.	2079.	2080.	2081.	2082.	2083.	2084.	2085.	2086.	2087.	2088.	2089.	2090.	2091.	2092.	2093.	2094.	2095.	2096.	2097.	2098.	2099.	2100.	2101.	2102.	2103.	2104.	2105.	2106.	2107.	2108.	2109.	2110.	2111.	2112.	2113.	2114.	2115.	2116.	2117.	2118.	2119.	2120.	2121.	2122.	2123.	2124.	2125.	2126.	2127.	2128.	2129.	2130.	2131.	2132.	2133.	2134.	2135.	2136.	2137.	2138.	2139.	2140.	2141.	2142.	2143.	2144.	2145.	2146.	2147.	2148.	2149.	2150.	2151.	2152.	2153.	2154.	2155.	2156.	2157.	2158.	2159.	2160.	2161.	2162.	2163.	2164.	2165.	2166.	2167.	2168.	2169.	2170.	2171.	2172.	2173.	2174.	2175.	2176.	2177.	2178.	2179.	2180.	2181.	2182.	2183.	2184.	2185.	2186.	2187.	2188.	2189.	2190.	2191.	2192.	2193.	2194.	2195.	2196.	2197.	2198.	2199.	2200.	2201.	2202.	2203.	2204.	2205.	2206.	2207.	2208.	2209.	2210.	2211.	2212.	2213.	2214.	2215.	2216.	2217.	2218.	2219.	2220.	2221.	2222.	2223.	2224.	2225.	2226.	2227.	2228.	2229.	2230.	2231.	2232.	2233.	2234.	2235.	2236.	2237.	2238.	2239.	2240.	2241.	2242.	2243.	2244.	2245.	2246.	2247.	2248.	2249.	2250.	2251.	2252.	2253.	2254.	2255.	2256.	2257.	2258.	2259.	2260.	2261.	2262.	2263.	2264.	2265.	2266.	2267.	2268.	2269.	2270.	2271.	2272.	2273.	2274.	2275.	2276.	2277.	2278.	2279.	2280.	2281.	2282.	2283.	2284.	2285.	2286.	2287.	2288.	2289.	2290.	2291.	2292.	2293.	2294.	2295.	2296.	2297.	2298.	2299.	2300.	2301.	2302.	2303.	2304.	2305.	2306.	2307.	2308.	2309.	2310.	2311.	2312.	2313.	2314.	2315.	2316.	2317.	2318.	2319.	2320.	2321.	2322.	2323.	2324.	2325.	2326.	2327.	2328.	2329.	2330.	2331.	2332.	2333.	2334.	2335.	2336.	2337.	2338.	2339.	2340.	2341.	2342.	2343.	2344.	2345.	2346.	2347.	2348.	2349.	2350.	2351.	2352.	2353.	2354.	2355.	2356.	2357.	2358.	2359.	2360.	2361.	2362.	2363.	2364.	2365.	2366.	2367.	2368.	2369.	2370.	2371.	2372.	2373.	2374.	2375.	2376.	2377.	2378.	2379.	2380.	2381.	2382.	2383.	2384.	2385.	2386.	2387.	2388.	2389.	2390.	2391.	2392.	2393.	2394.	2395.	2396.	2397.	2398.	2399.	2400.	2401.	2402.	2403.	2404.	2405.	2406.	2407.	2408.	2409.	2410.	2411.	2412.	2413.	2414.	2415.	2416.	2417.	2418.	2419.	2420.	2421.	2422.	2423.	2424.	2425.	2426.	2427.	2428.	2429.	2430.	2431.	2432.	2433.	2434.	2435.	2436.	2437.	2438.	2439.	2440.	2441.	2442.	2443.	2444.	2445.	2446.	2447.	2448.	2449.	2450.	2451.	2452.	2453.	2454.	2455.	2456.	2457.	2458.	2459.	2460.	2461.	2462.	2463.	2464.	2465.	2466.	2467.	2468.	2469.	2470.	2471.	2472.	2473.	2474.	2475.	2476.	2477.	2478.	2479.	2480.	2481.	2482.	2483.	2484.	2485.	2486.	2487.	2488.	2489.	2490.	2491.	2492.	2493.	2494.	2495.	2496.	2497.	2498.	2499.	2500.	2501.	2502.	2503.	2504.	2505.	2506.	2507.	2508.	2509.	2510.	2511.	2512.	2513.	2514.	2515.	2516.	2517.	2518.	2519.	2520.	2521.	2522.	2523.	2524.	2525.	2526.	2527.	2528.	2529.	2530.	2531.	2532.	2533.	2534.	2535.	2536.	2537.	2538.	2539.	2540.	2541.	2542.	2543.	2544.	2545.	2546.	2547.	2548.	2549.	2550.	2551.	2552.	2553.	2554.	2555.	2556.	2557.	2558.	2559.	2560.	2561.	2562.	2563.	2564.	2565.	2566.	2567.	2568.	2569.	2570.	2571.	2572.	2573.	2574.	2575.	2576.	2577.	2578.	2579.	2580.	2581.	2582.	2583.	2584.	2585.	2586.	2587.	2588.	2589.	2590.	2591.	2592.	2593.	2594.	2595.	2596.	2597.	2598.	2599.	2600.	2601.	2602.	2603.	2604.	2605.	2606.	2607.	2608.	2609.	2610.	2611.	2612.	2613.	2614.	2615.	2616.	2617.	2618.	2619.	2620.	2621.	2622.	2623.	2624.	2625.	2626.	2627.	2628.	2629.	2630.	2631.	2632.	2633.	2634.	2635.	2636.	2637.	2638.	2639.	2640.	2641.	2642.	2643.	2644.	2645.	2646.	2647.	2648.	2649.	2650.	2651.	2652.	2653.	2654.	2655.	2656.	2657.	2658.	2659.	2660.	2661.	2662.	2663.	2664.	2665.	2666.	2667.	2668.	2669.	2670.	2671.	2672.	2673.	2674.	2675.	2676.	2677.	2678.	2679.	2680.	2681.	2682.	2683.	2684.	2685.	2686.	2687.	2688.	2689.	2690.	2691.	2692.	2693.	2694.	2695.	2696.	2697.	2698.	2699.	2700.	2701.	2702.	2703.	2704.	2705.	2706.	2707.	2708.	2709.	2710.	2711.	2712.	2713.	2714.	2715.	2716.	2717.	2718.	2719.	2720.	2721.	2722.	2723.	2724.	2725.	2726.	2727.	2728.	2729.	2730.	2731.	2732.	2733.	2734.	2735.	2736.	2737.	2738.	2739.	2740.	2741.	2742.	2743.	2744.	2745.	2746.	2747.	2748.	2749.	2750.	2751.	2752.	2753.	2754.	2755.	2756.	2757.	2758.	2759.	2760.	2761.	2762.	2763.	2764.	2765.	2766.	2767.	2768.	2769.	2770.	2771.	2772.	2773.	2774.	2775.	2776.	2777.	2778.	2779.	2780.	2781.	2782.	2783.	2784.	2785.	2786.	2787.	2788.	2789.	2790.	2791.	2792.	2793.	2794.	2795.	2796.	2797.	2798.	2799.	2800.	2801.	2802.	2803.	2804.	2805.	2806.	2807.	2808.	2809.	2810.	2811.	2812.	2813.	2814.	2815.	2816.	2817.	2818.	2819.	2820.	2821.	2822.	2823.	2824.	2825.	2826.	2827.	2828.	2829.	2830.	2831.	2832.	2833.	2834.	2835.	2836.	2837.	2838.	2839.	2840.	2841.	2842.	2843.	2844.	2845.	2846.	2847.	2848.	2849.	2850.	2851.	2852.	2853.	2854.	2855.	2856.	2857.	2858.	2859.	2860.	2861.	2862.	2863.	2864.	2865.	2866.	2867.	2868.	2869.	2870.	2871.	2872.	2873.	2874.	2875.	2876.	2877.	2878.	2879.	2880.	2881.	2882.	2883.	2884.	2885.	2886.	2887.	2888.	2889.	2890.	2891.	2892.	2893.	2894.	2895.	2896.	2897.	2898.	2899.	2900.	2901.	2902.	2903.	2904.	2905.	2906.	2907.	2908.	2909.	2910.	2911.	2912.	2913.	2914.	2915.	2916.	2917.	2918.	2919.	2920.	2921.	2922.	2923.	2924.	2925.	2926.	2927.	2928.	2929.	2930.	2931.	2932.	2933.	2934.	2935.	2936.	2937.	2938.	2939.	2940.	2941.	2942.	2943.	2944.	2945.	2946.	2947.	2948.	2949.	2950.	2951.	2952.	2953.	2954.	2955.	2956.	2957.	2958.	2959.	2960.	2961.	2962.	2963.	2964.	2965.	2966.	2967.	2968.	2969.	2970.	2971.	2972.	2973.	2974.	2975.	2976.	2977.	2978.	2979.	2980.	2981.	2982.	2983.	2984.	2985.	2986.	2987.	2988.	2989.	2990.	2991.	2992.	2993.	2994.	2995.	2996.	2997.	2998.	2999.	3000.	3001.	3002.	3003.	3004.	3005.	3006.	3007.	3008.	3009.	3010.	3011.	3012.	3013.	3014.	3015.	3016.	3017.	3018.	3019.	3020.	3021.	3022.	3023.	3024.	3025.	3026.	3027.	3028.	3029.	3030.	3031.	3032.	3033.	3034.	3035.	3036.	3037.	3038.	3039.	3040.	3041.	3042.	3043.	3044.	3045.	3046.	3047.	3048.	3049.	3050.	3051.	3052.	3053.	3054.	3055.	3056.	3057.	3058.	3059.	3060.	3061.	3062.	3063.	3064.	3065.	3066.	3067.	3068.	3069.	3070.	3071.	3072.	3073.	3074.	3075.	3076.	3077.	3078.	3079.	3080.	3081.	3082.	3083.	3084.	3085.	3086.	3087.	3088.	3089.	3090.	3091.	3092.	3093.	3094.	3095.	3096.	3097.	3098.	3099.	3100.	3101.	3102.	3103.	3104.	3105.	3106.	3107.	3108.	3109.	3110.	3111.	3112.	3113.	3114.	3115.	3116.	3117.	3118.	3119.	3120.	3121.	3122.	3123.	3124.	3125.	3126.	3127.	3128.	3129.	3130.	3131.	3132.	3133.	3134.	3135.	3136.	3137.	3138.	3139.	3140.	3141.	3142.	3143.	3144.	3145.	3146.	3147.	3148.	3149.	3150.	3151.	3152.	3153.	3154.	3155.	3156.	3157.	3158.	3159.	3160.	3161.	3162.	3163.	3164.	3165.	3166.	3167.	3168.	3169.	3170.	3171.	3172.	3173.	3174.	3175.	3176.	3177.	3178.	3179.	3180.	3181.	3182.	3183.	3184.	3185.	3186.	3187.	3188.	3189.	3190.	3191.	3192.	3193.	3194.	3195.	3196.	3197.	3198.	3199.	3200.	3201.	3202.	3203.	3204.	3205.	3206.	3207.	3208.	3209.	3210.	3211.	3212.	3213.	3214.	3215.	3216.	3217.	3218.	3219.	3220.	3221.	3222.	3223.	3224.	3225.	3226.	3227.	3228.	3229.	3230.	3231.	3232.	3233.	3234.	3235.	3236.	3237.	3238.	32
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TABLE "B."—CONTINUED.

[illegible]

TABLE "B."—CONTINUED.

Department.	No.	Date of Entrance.		£	s.
Stamp Clerks	164a	1865	Died December, 1864.		
	164b	1863	Resigned.		
	164c	1868			
	164d	1868	Died 16th August, 187 .		
	164e	1868	Died August, 1867.		
	165	1866			
	166	1866			
	167	1864			
	168	1868			
	169	1866			
	170	1868	Entered as Copying Clerk; since appointed Registering Clerk		
	171	1870	Ditto ditto		
	172	1860			
	172a	1868	Died 18th June, 1863.		
	172b	1868	Died.		
	172c	1868	Died February, 1869.		
	173	1870			
	174	1863			
	175	1866			
	176	1872			
	177	1872			
	178	1873			
	178a	1866	These two gentlemen, finding after they entered the Registry, that they had been deceived, procured nominations for another Department of H.M.'s Civil Service, passed the necessary examination, and are doing well.		
	178b	1866			
	178c	1866			
	178d	1868	Died.		
	178e	1868	Dismissed.		
	178f	1868	Ditto.		
	178g	1868	Ditto.		
	178h	1868	Resigned.		
			Brought forward	43,803	0
Registering Clerks					
			The Cost of engrossing the Wills for one Year, about	1,100	
			(These Clerks are paid at the rate of 2½d. per Folio of 90 words.)		
Copying Clerks					
			The amount paid yearly to Copying Clerks, £1,100 or £1,200	1,200	0
			(These Clerks are paid 1½d. per folio of 90 words, and like the Stamp and Registering Clerks, have no holidays, and no allowance in sickness.)		
			TOTAL	45,103	0

REMARKS, COINCIDENCES, &c.

- 42.—Retired in 1873; succeeded by his nephew.
- 7.—Although only a boy when he entered the office, he reached £300 in less than 8 years.
- 8.—Reached £300 in less than 4 years.
- 9a.—Reached £300 in nine months.
- 9b.—Reached £300 in nine months.
- 10.—Made Crier and Principal Clerk in 1838.
- 11.—Formerly Chief Clerk to the present Judge by whose acceptance of the Judgeship, his (the former's) income was greatly reduced; a hard case.
- 12.—Formerly Chief Clerk to the late Sir C. Cresswell; appointed in 1858 to £200; in 1860 received an additional £100 per annum as Clerk of Notations (work that should properly belong to the Sauter). It was a clever invention to make the income equal to that of Senior Record Keeper, who had received an additional £100 per annum as Accountant. Until the Treasury put a stop to it, the notation work was for the most part done by this gentleman's nephew (No. 91c) as overwork 2s. per hour. Appointed Accountant £100 per annum (additional) 1870.
- *17.—Entered the office in 1831; after filling the positions of Copying and Registering Clerk, was appointed Assistant to the Clerk of the Papers, whom later he succeeded; transferred by the act as Clerk of the Papers; until after 1867 he lost yearly by the change. Has placed the legal profession under an obligation to him by the publication of a valuable handbook on Probate Court practice; notwithstanding, on being appointed Record Keeper as if to show with what reluctance the position was given to an old clerk, the income was reduced £100 per annum, which was given to his colleague, although 27 years his junior. The reason alleged was a "clearer definition of duties" on account of the squabbling which Lord Penance had understood to have continually occurred.
- 19.—No. 17a formerly lodged at his house. Proctor's Clerk before the change in 1868. Between 60 and 60 years of age, when he entered the office.
- *19a.—Entered the Registry in 1814; had he retired in 1838 he would have received about £300 superannuation; preferred to serve on until 1863 when the infirmities of age compelled him to retire. He was then awarded £200 per annum. Died a few days ago.
- *20.—This gentleman was for years a loser by the change. Specially alluded to elsewhere.
- *21.—Fortunately stood a little in advance of two or three who must have been born for promotion.
- *22.—Promoted by Sir J. Hannen, who found him in receipt of £150 per annum, after nearly 25 years' service!
- 23.—Served in the Prerogative Registry, but was not holding office in 1868.
- 27.—Proctor's Clerk with interest.
- 28.—Proctor's Clerk. Brought into the office when between 50 and 60 years of age.
- 35, 36.—The vacant situations are entered at £150. Several clerks in the Registry have applied to be appointed to them; that therefore will probably be the salary.
- *38.—Appointed after 18 years' service to £115 per annum. The Probate Act provided that Old Prerogative Clerks should be looked after. His predecessor received £200 per annum for performing precisely the same duties; stands about No. 34 on the 4th class. Eligible to rise £10 per annum up to £150 from 1873.
- 39a.—Although this gentleman lost £30 per annum by being transferred to Government, and although numerous promotions were made and situations invented, was not promoted until 1861 to £200. Died after having served 29 years, in the receipt of £200.
- 39b.—Brought from Chelmsford Registry; Patronage metamorphosed him into the junior of his former underling; he was not a Catholic Apostolic.
- 39c.—Brother of No. 9.
- *40.—Was acting *pro tem* as Deputy Registrar when the Court changed hands.
- 42a.—Son of a late West End Rector or Vicar.
- *44.—Has lost £70 or £80 per annum by appointment to the Staff (Salaried). 19th year of service.
- *46.—Entered the Registry as Copying Clerk; subsequently appointed to the Seats.
- 47.—Entered 1866; promoted in 1870 over the heads of forty-five 4th Class Clerks to £200 per annum, and in 1871, over the heads of twenty-eight 3rd Class Clerks to £250 per annum; son of the sister of Earl ———; No. 47 is an intimate friend of Lord Penance.
- 48.—Succeeded No. 47, over the heads of fifty-three 4th Class Clerks.
- *51.—Here is an instance of a clerk unavoidably promoted in 1858, by the enlargement of the Seats Department; has not been promoted since; his juniors take precedence of him if they possess interest.

- 57.—Appointed in Sir C. Cresswell's time, apparently baulked by the death of that gentleman.
- *62.—Entered the Prerogative Office as Copying Clerk, afterwards appointed to the Seats.
- 63.—Checked in a brilliant career by death of Sir C. Cresswell.
- *68.—An old Prerogative Office Clerk.
- 67.—Junior Clerk in the Office of Registrar of Prerogative Office, who had a voice in the Councils which preceded the transfer to Government.
- *69a.—Began his career in the Old Office as Copying Clerk; afterwards appointed to the Seats; a most able man, and much respected.
- *69b.—Entered the office as Copying Clerk; afterwards appointed to a Junior position at the Seats; appointed in 1860 to the Registrarship of ———.
- 69f.—Clerk to the Proctors who acted as Agents for the firm of solicitors of which Lord Penance's father was a member; merely a coincidence!
- *70.—Began at the bottom of the ladder in the Old Office; succeeded No. 17, in 1868.
- *71.—One who was politely led into a by-path in 1858; 48 years' service rewarded with £300 per annum; succeeded a young man who was receiving £450 after 16 years' service.
- 72.—This gentleman is drawing the pay of a position in another Department of the Registry one of the results of "Scheme."
- 73a.—This is the most brilliant career of which the Registry can boast; appointed a Supernumerary in 1853, £100 per annum. In 1858, his income was trebled; in 1868, jumped over the heads of the whole of the 3rd Class (upwards of 30); in 1873, promoted to a District Registrarship, about £300 per annum. *I purposely omit reference to the claim of the fourth gentleman (the Supernumerary) to promotion.
- 74.—Entered with the rush, middle-aged in 1853.
- 78a.—Formerly Clerk to late Principal Registrar.
- 78.—Junior Member of the firm of which the Registrar just mentioned was a partner.
- 80.—Clerk to the firm of Proctors of which Nos. 1 and 40, were members.
- 83.—One for whom the Scheme was prepared; appointed a Registering Clerk in 1863.
- 87.—Raised from £70 to £150 in 1868, but then his father was a Promoter or Organizer.
- 88.—Head of Department and 1st Clerk both receive £450.
- 89.—Receives the pay of an Examiner in the Inland Revenue Department, the work of which position is done by an unlucky Reader who receives £150 per annum.
- 90.—Filled successively the positions of Registering and Stamp Clerk; appointed to the Salaried Staff at a loss of £70 or £80 per annum; received after 22 years' service £150 per annum; stands No. 33 on the 4th Class List for promotion; prospects good; and yet these Clerks of the Old Registry are found grumbling. Base ingratitude! Almost as bad as that of the Agricultural Refractories who complain that they cannot bring up a family of twelve on as many shillings a week.
- 92a.—Served 26 years; died in the receipt of £150 per annum; relief compelled to appeal to her late husband's fellow clerks for funds to bury him.
- 93.—An old clerk whose position was improved by the Classification Scheme; many years ago was Clerk in the office of late Principal Registrar's brother; trifling coincidence.
- 94.—This gentleman, although a loser by the Probate Act, was left until 1861 before he was promoted to £200.
- 95.—No. 95 was formerly Librarian to the College of Advocates. Tacked on the Classification Scheme with No. 19.
- 96a.—Godson of a late Patron. In November, 1871, a Correspondent of the *Evening Standard* called attention to the sickness of Patronage, and instanced this gentleman's case; Lord ———'s heart must have been touched, for in 1873 he appointed him to a District Registrarship.
- 99.—Prerogative Clerk in his 29th year of service, receives £130 per annum! Has recently been authorized to sell Stamps.
- 100.—Son of the Executor of the sister of a late Patron; a gentleman whose education qualifies him to hold a far higher position; but his patron is dead.
- 100a.—This clerk, although he held a most responsible position—Stamps to the value of many thousands of pounds passed through his hands annually—served nearly 30 years before he was promoted to £350; disappointment and vexation had done their work; he lived only five weeks after his promotion.
- 102.—The Promoters awarded this gentleman in 1858, £150 per annum, shortly afterwards increased to £210, which, but for the classification scheme would be his income now.

- 103.—Once a Clerk in the Office of the late Principal Registrar's Brother.
- 105.—A Proctor's Clerk, without interest, whom the Act threw upon the tender mercies of our Promoters; he does for £110 per annum what many youngsters get £160 for. Has been in the profession many years.
- 106.—Was considered worthy to be promoted from £150 to £200 per annum, after 25 years' service.
- 107.—Another Proctor's Clerk, appointed a Copyist in 1853 recently appointed to the Staff, with precisely the same duties as No. 106 gets £110 per annum for, but then No. 106 has spent very many years in the profession. Stands No. 53 for promotion.
- 108.—Raised from £150 to £200 per annum after 28 years' service. Where will this extravagance end?
- 110.—Clerk to the Brother of the late Principal Registrar; owing to the incomes under the scheme being arranged for *persons, not for positions*, performs for £150 precisely the same duties as others receive from £200 to £300 for.
- 111a.—£270 for nearly 50 years' service.
- 111b.—Although holding a very inferior position in 1857 was appointed to £250 per annum, and emoluments which produced from £100 to £150 per annum additional.
- 111.—After 16 years' service is placed at the bottom of the 4th class. No further prospect. Absurd!
- 111a.—Raised after 20 years' service to £200 per annum. Once expostulated with the late Principal Registrar on being passed over. "Who told you you're senior," angrily demanded the latter.
- 111d.—A Briskless Barrister appointed in 1858; promoted to £350 in 1861, over the heads of dozens of his seniors. Trifling coincidence; he was fellow collegian of the late Principal Registrar who proposed him in 1849 as Registrar for ———; Lord ——— appointed another.
- 111e.—In the old Registry this Clerk was accustomed to wait upon the Deputy Registrars in the absence of the Clerk of Papers' Assistant, a circumstance which justified him in expecting something at the change; but he had no interest, and he was left to flag on at piece-work until his nerves completely gave way, and after a prolonged absence from business he was compelled to resign. Superannuated on £45 15s. per annum. Had he been differently treated he would have worked well for many years to come.
- 111f.—Appointed from ——— District Registry in 1850.
- 113.—Received £150 after 24 years' service, but recently promoted to £200.
- 115a.—Examiner of Registered Wills in the Prerogative Office. Received £300 per annum after only 48 years' service.
- 116.—When the list of Examiners was first submitted to a late Patron, the Principal Registrar (No. 4a.) had placed this gentleman at £250, and his Brother's Clerk (No. 121a.) at £300; Sir C. Cresswell transposed these.
- 120.—Not overpaid after 32 years' service.
- 121a.—Formerly Clerk to the Brother of the late Principal Registrar alluded to above under No. 110.
- 122.—Awarded £160 in 1858, and liberally increased to £350 shortly afterwards! he was competent to hold a far better position, but he is neither son, brother, nor nephew of any Patron, and does not play the organ.
- 138.—Son of Steward of Earl ———.
- 138a.—Son of Godson of late Principal Registrar.
- 141.—Married the Cook of the late Principal Registrar who appointed him Furnace-man over the head of another who was acting in that capacity with the sanction of Mr. ——— of Board of Works. His ——— committed that mistake. The poor fellow expressed his willingness to have married two cooks if only he might not be interfered with. Shortly before the retirement of Lord Penance, the late Principal Registrar, on a vacancy occurring among the 1st Class Messengers, appointed this once lucky individual (who is a most respectable man) to the position. For a time he filled the position, doing his former work in addition, until a successor should be appointed; subsequently, Lord Penance appointed some one else, and No. 141, not only had to go back to the lower place, but had actually to refund the pay he had so thoroughly earned.
- 153.—This gentleman held an office which the Probate Act abolished. He was awarded compensation £10 per annum, which was withheld on his accepting an inferior position in the Registry. Compare this case with Nos. 1, 2, 40, and 73. Equality in the eyes of the Law!

